U. S. DEPARTMENT OF LABOR
Washington

CONFERENCE ON EMPLOYMENT OF WOMEN IN WAR INDUSTRIES
U. S. Department of Labor
Departmental Auditorium, Rooms A and B

March 11 and 12, 1943

Secretary of Labor, Presiding

Thursday, March 11

10 a.m.

Employment Outlook for Women Workers—The Secretary of Labor

Discussion—Basis for Determining Jobs Women Can and Cannot Safely and Efficiently Fill
Consultant—Ethel Erickson, Women's Bureau 15

2 p.m.

Hours of Work of Women Workers 63

a. Current legislation relating to hours of women's employment.
b. Minimum standards that should be observed in granting exemptions from hour laws for women.

7 p.m.

Dinner . . . . . 2400 Sixteenth Street

British Labor During the War
Speakers: Isador Lubin, Commissioner, Bureau of Labor Statistics
A. McD. Gordon, Labor Attache of the British Embassy } No Record

Friday, March 12

10 a.m.

Industrial Safety and Health Standards for Women Workers. 117
Consultant—Margaret Mettert, Women's Bureau

2 p.m.

Adjustments in Home and Factory to Reduce Absenteeism and Increase Production of Women Workers. 174
Consultants—Hazel Frederickson, Children's Bureau
Alice Angus, Women's Bureau



IT'S SAFETY THAT COUNTS!—Safety clothes for women workers were modeled yesterday by the Women's Bureau, U. S. Department of Labor, and inspected by Secretary Perkins (in the center). The clothes are for work in (left to right) munitions, aviation repair, construction (burners and welders), shipyards, heavy machinery plants, aviation (plastic shield), and general production. Times-Herald Staff Photo

List of State people invited to conference

Connecticut	These are Not coming	(Mr. Cornelius J. Danaher, Commissioner
	"	(Mrs. Christine G. Beeck, Dir., Min. Wage Div.
	"	(Mr. John C. Ready, Deputy Com. of Fac. Inspec.
Delaware	Coming	(Mr. James M. Reese, Commissioner
	"	(Miss Marguerite Postles, Secretary
District of Columbia	Coming	(Mrs. Sarah Pratt Atwood, Dhairman, Min. Wage Board
	"	(Miss Elizabeth Champe, Secretary of Board
Maine	Not Coming	Mr. Jesse Taylor, Commissioner
Maryland	Coming	(Mr. John M. Pohlhaus, Commissioner
	"	(Mr. Wm. D. Bloom, Chief Inspector
Massachusetts	~~Not coming~~	Mr. James T. Moriarty, Commissioner
	Coming	(Mrs. Hattie H. Smith, Assistant Commissioner
	~~Not coming~~	Mr. William H. Wellen, Dir., Div. of Safety
Michigan		Mr. John W. Gibson, Commissioner
New Hampshire		Mr. John S. B. Davie, Commissioner
New Jersey		Mr. John J. Toohey, Commissioner
		Mr. Edward J. Flynn, Supervisor of Min. Wage
		Mr. C. George Krueger, Acting Chief, Bureau of Electrical and Mechanical Equipment
New York	Not coming	Mr. Michael J. Murphy, Acting Commissioner
	Coming	Miss Kate Papert, Director, Div. of Women in Industry and Min. Wage
	"	Mr. N. H. Herzberger, Acting Chief, Bureau of Mercantile Inspection
	"	Mrs. Emily Marconnier, Asst. to Miss Papert
Ohio		Godfrey Schmidt Dep. Labor Comm'r of N.J.
		Mr. George A. Strain, Director
		~~Mr. Henry Schmidt, Div. of Min. Wage~~
		Mr. Ralph H. Shellhouse, Chief, Div. of Examiners of Steam Engineers
Pennsylvania	Not coming	Mr. William M. Chestnut, Secretary
	Coming	Mrs. Mary Rice Morrow, Dir. Bureau of Women and Children and Hours & Min. Wage
	Coming	Mr. Frank K. Boal, Dep. Sec. of Dept.
Rhode Island	Coming	Mr. William L. Connolly, Director of Labor
	Coming	Mrs. Margaret F. Ackroyd, Chief, Div. of Women and Children
Vermont	Not coming	Mr. Howard E. Armstrong, Commissioner

30 people

Note Where the words "coming" and "not coming" do not appear we have had no reply.

List of People in the Department of Labor — March 10, 1943

Secretary's Office	Mr. Amis Mr. Dodson Mr. Fitzgerald Miss Jay Miss LaDame Miss Thompson Mr. Tracy
Children's Bureau	Miss Lenroot Mrs Frederickson Miss McConnell
Conciliation	Mr. John R. Steelman
Labor Standards	Mrs. Beyer Mr. Zimmer
Labor Statistics	Mr. Davenport Mr. Hinrichs Mr. Kossoris Mr. Lubin
Solicitor's Office	Mr. Levy Mr. James King Mr. Peter Seitz
Wage and Hour and Public Contracts Divisions	Mr. McComb Mr. Walling
Library	Miss Thompson

23 people

LIST OF PEOPLE IN THE VARIOUS GOVERNMENT DEPARTMENTS

March 10, 1943

1. Miss Margaret A. Hickey, Chairman
Women's Advisory Committee
War Manpower Commission
Room 5241, Social Security Building
Xxxhingtxxxxxxxx Arlington, Va.

2. Mr. Fowler Harper, Deputy Chairman
War Manpower Commission
Room 5238, Social Security Building
Xxxhingtxxxxxxxx Arlington, Va.

3. Mr. Jack Ohly, Attorney
Labor Relations Division
Office of the Under Secretary of War
Pentagon Building
Xxxhingtxxxxxxxx Arlington, Va.

4.
Colonel W. F. Volandt
Assistant Chief of Staff
Headquarters of the Materiel Command
Pentagon Building
Arlington, Va.

5. Rear Admiral C. W. Fisher
Room 2030
Navy Department
Washington, D. C.

6.
Captain Morton L. Ring
Purchase Division
Bureau of Supplies and Accounts
Temporary Bldg. "I", Room 1004
Navy Department
Washington, D. C.

7. Miss Ellen Davies
Services of Supply
Industrial Personnel Division
Room 5-C-488, Pentagon Building
Arlington, Va.

8. Miss Laura Smith
Services of Supply
Industrial Personnel Division
Room 4-C-515, Pentagon Building
Arlington, Va.

9. Mr. Dan Ring, Director
Division of Shipyard Labor Relations
U. S. Maritime Commission
Commerce Department Building
Washington, D. C.

10. Mr. Wendell Lund, Director
Labor Production Division
War Production Board
Social Security Building
Washington, D. C.

11. Col. Irving A. Duffy
Office of the Chief of Ordnance
Room 4-E-391
Pentagon Building
Xxxhingtxxx Arlington, Va.

12. Mrs. Carolyn L. McGowan
Chief, Employee Adjustment Section
Civilian Personnel Division
Office of the Secretary of War
Washington, D. C.

13. Miss Charlotte Carr
Assistant to theDeputy Chairman
War Manpower Commission
Room 5238, Social Security Building
Washington, D. C.

14. Colonel Albert J. Browning
Office of Services of Supply
Room 5-D-675
Pentagon Building
War Department
Arlington, Va.

15. Colonel John D. O'Gara
Chief, Labor Branch
Industrial Personnel Division
War Department
Washington, D. C.

16. Major S. E. Sufrin
Chief, Labor Standards Section
Industrial Personnel Division
War Department
Washington, D. C.

17. Mr. William Leland
Labor Standards Section
Industrial Personnel Division
War Department
Washington, D. C.

18. Mr. J. T. Mitchell
Chief, Industrial Personnel Division
War Department
Washington, D. C.

19. Mr. Ralph J. Cordiner
Vice Chairman, War Production Board
Room 5027, Social Security Building
Washington, D. C.

20. Colonel Paul P. Logan
Assistant Chief of Subsistence Branch
Office of the Quartermaster General
Room 1091, Temporary Building "B"
War Department
Washington, D. C.

21. Miss Dorothy Sells, Chief
Personnel Supply Section
Division of Transport Personnel
Office of Defense Transportation
Room 2117, New Post Office Building
Washington, D. C.

22. Mrs. Ross
Mr. Foster's Office
Services of Supply
Industrial Personnel
Racial Relations

(The above ~~lady~~ woman asked if she might come)

March 11, 1943

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

BASIS FOR DETERMINING JOBS ON WHICH WOMEN CAN BE EMPLOYED EFFECTIVELY IN WAR INDUSTRIES

I. Introduction - Typical jobs on which women are now employed:

Operating standard machines such as drills, mills, lathes, grinders, sewing machines, shapers, gear machines, punch presses, and special-purpose machines for ammunition and other industries

Burring, filing, and bench cleaning and finishing

Welding

Riveting

Assembling - All types of light sub and final assembly by hand and machine, including the wiring, soldering, and assembling of electrical equipment

Hand and machine operations on loading ammunition

Painting, packing, labeling, etc.

Inspection - incoming parts, process, and final

Factory service - such as crane operaters, truck drivers, oilers, guards, etc.

Production service in planning, routing, and controlling operations

II. Factors to be considered in evaluating jobs which are suitable for effective employment of women:

A. The nature of the job:
   1. Operations included
   2. Weight of materials, tools, fixtures, and length of operation cycle
   3. Mechanical equipment for eliminating strains such as the extent to which conveyors, hoists, and helpers are available for heavy parts

B. Skill required (including training and experience)

C. Working conditions and surroundings:
   1. Temperature, moisture, and ventilation
   2. Work place and posture
   3. Hazards

III. Selection for and assignment to jobs considering employee's qualifications, such as—

A. Dexterity

B. Ingenuity

C. Height

D. Strength and general health

E. Emotional stability

F. Age

U. S. Department of Labor
WOMEN'S BUREAU
Washington

TYPICAL OPERATIONS ON WHICH WOMEN ARE EMPLOYED IN WAR PRODUCTION

Code A - Women now used extensively
B - Women now used to some extent
C - Women now only used to a slight extent

The number of women could be increased in the above categories if further training were given either by job in-plant training, or preemployment or supplementary courses (the National defense training program), and subsequent upgrading.

Women are usually machine operators, doing semiskilled and repetitive work, but they are to a greatly increasing extent being trained on skilled operations and instructed to set up their own machines.

OCCUPATION	
MANIPULATIVE SKILLS	
Operating machines	
Drill presses - single and multiple spindle	A
Milling machines - light and medium, and micro machines	A
Light turret lathes and hand screw machines	B
Bench and watchmakers' lathes	A
Grinding machines (surface, cylindrical, and internal)	B
Gear shaping, cutting and hobbing machines	B
Light punch and forming presses	A
Miscellaneous machines: Profilers, shavers, nibblers, shapers, routers	B
Automatic screw machines	C
Woodworking machines: Saws, sanders, shapers, profilers	C
Nailing machines	C
Power sewing machines	A
Optical and opthalmic glass grinding and polishing	B
Burring, polishing, lapping, buffing, etc. on lathes, drill presses, polishing jacks, and other machines	A
Hand finishing machined parts by filing, burring, lapping	A
Hand gluing (for example, of plywood parts)	C
Sheet metal forming and riveting	B
Welding	
Acetylene and torch	B
Electric arc	C
Spot	B
Soldering	A

Over

I. MANIPULATIVE SKILLS Cont'd.

Electrical work - wiring and assembling parts, winding coils and armatures, soldering, taping, etc.	A
Assembly - all types of light sub and final assembly(often requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines, and riveting presses)	A
Artillery ammunition loading (bag and shell loading, fuzes,primers,etc.)	A
Operations on bullets, cartridge cases, and primers in small arms ammunition	A
Servicing and repairing of planes at air depots (ground mechanics)	B
Painting	
Spray painting small parts and products	B
Touch up and hand finishing	A
Radium	A
Stenciling, masking before painting, racking and unracking	A
Shipfitters and loftsmen	C

II. INSPECTION

Visual	A
Gage, micrometer or caliper (sometimes with blueprint reading)	A
Calibrating	B
Checking and testing raw materials, stock and salvage parts	B

III. PACKING - labeling, etc. B

IV. FACTORY SERVICE

Production planning, routing and control	C
Draftsmen and tracers	C
Factory clerks (timekeepers, stock record clerks, etc.)	B
Tool crib and stockroom attendants and dispatchers	B
Crane operators	C
Guards	C
Electric truck drivers, intra-plant loading and hauling	C

V. SUPERVISING (foreladies, leadwomen, group leaders) C

VI. TRAINING (in-plant) C

VII. PERSONNEL RELATIONS

Personnel administration (director, assistant director, assistant)	B
Employment - interviewing and hiring	B
Nursing	A
Welfare	A

CONFERENCE ON EMPLOYMENT OF WOMEN IN WAR INDUSTRIES

March 11 and 12, 1943

Thursday Morning Session

Secretary of Labor, Presiding

10:00 o'clock

The Secretary. I want first to tell you how gratified we are that so many of you from the States, where you have industrial problems, and particularly problems having to do with the entrance of women into industry and the training of women for industry, have found it possible to come today and tomorrow and discuss with us here at this level some of the problems which are already being faced with regard to the entrance of women into industry, and some of the problems which we can foresee at this level we are bound to face in the next few months and in the next year. One shouldn't, I think, take this time, these precious hours of these two days, to do much bewailing about the problems which we face or to think of them as insuperable, but rather to face the problems honestly and quickly and then devise the techniques for solving the problems.

Look at the hurdle but don't groan; let us prepare by our joint activity and our joint thinking ways to get over this hurdle. If it is difficult to recruit women for industrial life beyond those who are normally in the labor market, all right, let's face it, but let us also at the same time think of the technical and detailed ways by which we can go out and recruit more of them, and let's be quite practical about it, too. If it has been difficult to maintain a steady attendance among women workers, let's not hide that fact. Those of you who are here are practical people who work with industry all the time and who are particularly familiar with

C.S. Monitor 3/11/43

BOSTON, THURSDAY

Miss Perkins Tells Women To Find Jobs

By a Staff Correspondent of The Christian Science Monitor

WASHINGTON, March 11—Every city woman ought to examine her conscience to see if she is among the 2,750,000 new women workers needed in America's labor force this year, Miss Frances Perkins, Secretary of Labor, told eastern state labor officials at the opening of a two-day Women-in-Industry Conference here.

If the United States meets production goals, about 35 per cent of the women in the United States 14 years of age and over will be i nthe labor force by the end of the year, Miss Perkins estimated.

In tight labor areas practically every woman under 45 without children under 16 will be needed, she said.

She estimated that 250,000 to 500,000 girls will leave college to go into war industries and 2,500,000 will have to be drawn from the home-maker class.

In addition to expanding munitions plants, women must go into lower-paying jobs essential to the maintenance of the civilian population, Miss Perkins warned.

Pointing out that they will be needed in laundries, restaurants, and other service industries and in textile mills and food-processing establishments, she said: "We must think in terms of essential employment in 1943 and try to make people realize that jobs which are essential to supplying the needs of the civilian population and the Quartermaster Corps of the Army are almost as important as jobs in the production of munitions."

State labor officials from New York, New Jersey, Ohio, Pennsylvania, Rhode Island, Massachusetts, Michigan, Delaware, Maryland, New Hampshire, and the District of Columbia attended the conference.

the problems of women workers, and so let us admit that their absentee rate is high but let us try to search what are the particular reasons for that and see what we can devise as methods of overcoming that absenteeism which we know to be natural.

There are many things which can be done and I think one of these we want to do today is to share with each other some of the things which have already been done to attract women into industry, to train women for industry, to adapt them to industrial life, and at the same time to help them overcome their tendency to minor illness, to fatigue, and to irregularity of attendance, helping them as individuals, helping also the conditions which lead - and improving those conditions which lead to illness and to minor fatigue. Now we do know that women are more subject to absenteeism than are men. We know, too, that women have more things to do, more problems to face; they are more subject to fatigue than are men. They are less accustomed to industry. They are now entering industry from groups of people who have not ever worked in industrial life and who have no work habits established which help them over these hard crises, and they are perhaps being asked to do jobs that were never designed physically for women and which put peculiar strains on them.

It is that adaptation of the job to the woman and of working conditions to women's needs generally which we are, I think, privileged to help solve and which I am sure you have all been thinking of. Now I am sure that you have in the last few months heard a good deal about the tendency of women to have unusual industrial accidents, and have a very large proportion of industrial accidents, and those accidents are in the slip, fall and stumble categories. These little safety suits which we

saw out here all had with them a pair of shoes, which some people didn't look at, and those shoes are devised particularly to help women prevent their slip, fall, and stumble accidents, to which they are so prone.

Perhaps those accidents loom largest among women because they are not in general exposed to the heavy industries and the heavy work which brings about the great majority of this very serious accident to which men are exposed. Foremen everywhere tell us, however, that one of the offsets to this tendency to minor accident which women have is an extreme tractability, that they will do what they are taught to do, and that that is partly not only that they are shrinking females but that they are new in the industry and don't believe that they know everything about it. They will, therefore, do what the foreman tells them to do and if he tells them to put their finger there, they put their finger there. It happens to be the safe place and they are not as inclined, as are men, to experiment with new and "better" ways of doing the same job.

For that reason they have a natural protection against the type of machine accidents that is so devastating to men. You have heard, of course, for many months the story, "What are we going to need in the way of women workers in the next 12 months?" It might not do us any harm to review the problem and see what it is. From the beginning of the National defense period, which was in the late spring of 1940 down to the fall of '42, this last year, the main source of our new labor supply in the United States was a large pool of unemployed workers, which we still had. In the spring of 1940 it was estimated that there were a little more than 8½ million unemployed men and women, a very sizable pool. At the present time there are less than 1½ and when you have come down as low as that it is probable

that of that 1½ million only a few are really available practically for industrial work. The reduction in the numbers of the unemployed workers, you must remember, was more than the total increase in the size of the armed forces, so there has been really a tremendous absorption into our industrial life, but even during this period of we will say the spring of '40 to the autumn of '42 we were dependent upon an increase in the number of women in the labor force for our success in expanding industrial employment.

Nonagricultural employment expanded from about 36 million in the late spring of 1940 to more than 42 million by the fall of 1942. Male employment increased barely 10 percent because such a high proportion of the males had been drawn off into the armed forces at this time, so that the employment of males in that period increased by 10 percent and the employment of females in that period increased by 33 1/3 percent. Between December '40 and December '42 there was an increase of three million women workers in our civilian labor force and women constituted less than a quarter of our civilian force in December '40 and nearly a third of our labor force in December '42, so that already the character, the complexion of our labor force has changed by the things that are already behind us and in this period we have been learning a great deal about the effective use of women workers.

The number of women entering the labor force has increased from year to year in our industrial history and due to the growth of population we expect normally in peacetime years an increase of about 300,000 women per year in the labor force. That is what is to be normally expected by the

growth of population and the coming of working age of our younger people. The total increase in 1941 from December '40 to December '41 was about 1,300,000; that is one million more women entered the labor force in that year than would ordinarily in peacetimes have been anticipated, and the total increase in '42, from December '41 to December '42, was 1,700,000, which is 1,400,000 more than the ordinarily anticipated increase. So we have today an increase of over 400,000 women who are engaged in home-making and attending school than ordinarily and that number decreased in the year 1942 by about one million.

We drew off from the people who are not employed in the working ages about one million people. Now there is a question as to how that is divided but apparently it is divided about equally between people who would ordinarily have been in school, that is students of schools or colleges, and people who are ordinarily classified as home makers, which is a general term used in the United States to mean women not otherwise employed. I don't know how much of a home is made by some of the young women whom I see dashing around Washington, but the census calls them home makers if they haven't anything else to do, whether they are married or not.

The increase in the number of women engaged in the war industries has been especially striking. Reports to the Department indicate that there has been an increase of about 20 percent in the number of women wage earners engaged in the manufacturing industries. The increase in the number of women employed in the durable goods industries, which are the heavy war industries, amounted to 84 percent, so there has been a very large increase in that particular class of heavy industries. One hundred thousand of these, or a quarter of the number of employed in the durable

goods industries, were in the establishments engaged in the manufacture of airplanes, ships and tanks, so that there in the change of habits of those three great heavy industries you are finding very considerable increase in the number of women who are working apparently with effectiveness.

Now during 1943 that we are already in we must look forward to an accentuation of all of these trends with perhaps one notable difference. The number of persons unemployed has now been reduced to minimum dimensions. We will not be able to draw any considerable number of people from the pool of the unemployed to fill the labor force needs of 1943, and remember at the same time we are having to replace males drawn into the armed forces in increasing numbers. The employment needs for 1943 can be pretty easily summarized. They are pretty well known today. There will be a large expansion of employment in the munitions industries and a particularly large expansion in establishments engaged in the manufacture of airplanes.

There will be some further expansion in the war agencies of the Government, especially in the civilian establishments of the War and Navy Departments. There will be a slight expansion of employment in the fields of transportation and public utilities, not very large compared to the other things, and these increases in civilian employment will be balanced by decreases in employment. The largest decrease to be anticipated is in the field of construction, where not many women work, and where considerable numbers of men over military age do work, and that group will be very largely drawn on to replace persons in what are now known as mechanical lines. Me-

chanics in the building trades industries have natural mechanical aptitudes and some training and many of them a good deal of skill. Therefore they are very easily trained to any of the machine operations or mechanical work necessary, and that group will be a very large addition to the skilled male labor forces.

Some decreases are to be expected also in the manufacturing industries, particularly where there are shortages of raw material, and many of you recognize that these shortages are being artificially created by putting priorities on those materials when they go into war goods, therefore shrinking the supply available for the manufacture of civilian goods out of those same articles, and there will be some reduction in employment in that type of enterprise. There will be further significant decreases in employment in what is known as trade and in various forms of self-employment. I don't need to point out to you what those are. You know them only too well, all the little people who live by their wits in one way or another by selling something or making something on a personal basis, the semi-professional type of activity will be shrunk more and more, and it is anticipated that large numbers of those people will go into the war industries and into the civilian establishments of the Army and Navy and other Government agencies where they will be needed, particularly for the replacement of younger men drawn over into the armed forces.

There will also probably be a shrinkage in casual labor and domestic service because of the fact that persons well enough to do that kind of work are needed for other sorts of employment and it is probably that there will be a slight decrease in employment in the service industries. These declines of employment are almost inevitable; whether or not it will

be necessary to curtail employment further in order to achieve the necessary expansion of the armed forces will depend almost entirely upon the success that we have in recruiting and training a sufficient number of new workers to offset the anticipated increase of nearly 4 million people in the armed forces. There are still a number of males who can be drawn into the labor force and under the 18-year-old draft we shall draw upon a number of students, as you know, for the military forces. There is also a small margin of older male workers who can be drawn into the labor force or kept from retiring when they reach a normal retirement age, but at least two and three-quarters millions of the new workers must be women.

That seems to be the dead level we must expect of the 1943 recruitment of workers for industry, two and three-quarters million women to step forward and say that they will undertake some kind of industrial employment.

Now you notice this increase in the number of women in the labor force is at least 1 million greater than was the increase achieved in 1942, so that we must not only duplicate what we did last year in recruiting and training women, but we must add 1 million more to those who were recruited and trained. I think myself that it is going to be easier to get them the second year than it was the first year. In the first place because Sally is already working in the airplane factory and so it is not so difficult for Jenny and Mary to overcome their shyness and go, too. That is, they follow their friends.

Also, training techniques have been established. It is not so hard for a girl who never did industrial work to get started in a factory because there is now a place where she can go and get her preliminary training. There are vestibule schools, there are organized personnel

offices in the great factories who have set up women interviewers and who are attempting to adapt and adjust the jobs to the women they hire. In other words, that plowing of the first furrows has already been done. Industry is better prepared to receive women, just as we are better prepared to recruit women, than we were two years ago or even a year ago, so that I think the effort will not be so great at this level as it was then.

Also the increase of the number of men in the armed forces has brought into even a larger number of family groups the sense of desire of the women to be busy in providing the supplies for the armed troops, rather than sitting at home and moping, and that all makes this impulse to go out and work a stronger thing than it was a year or two years ago. But most of the women who will be drawn into these forces from among the people who are now classified as home makers, whether they are serious home makers or not, and the normal increase in peacetime, remember, amounts to no more than 300,000. It is probable that at least a quarter of a million, and perhaps half a million, of these new women who must come into industry will be girls who will leave school and college to go into industry. That is a good many, but it ought to be faced.

In the event of a true national emergency a larger number of workers might be recruited from school girls, college girls and school boys who are now in school, but to do that would very seriously damage the future supply of skilled workers and the supply of people who are competent to take supervisory jobs, both in the armed forces and in the civilian industrial forces. We must look primarily to the home makers of the country to supply at least 2 million and possibly 2½ million of the additional workers.

Because of the concentration of job opportunities found in urban areas, the bulk of the additions to the labor force must come from those who are home makers and already reside in the non-farm areas. There is no reason why the farm girls couldn't do the work but there is no place for them to live, as you know, in these great urban centers. The crowding of housing has already become so great that it is desirable to recruit women who live already in the community where the work has to be done. There are nearly, however, to comfort ourselves and make the problem come down to a reasonable size which we can look at and handle, 12,000,000 people classified as home makers, that is, having no other occupation, who are without children under 16 years of age, and who reside in the non-farm area, in the cities and towns or on the outskirts of industrial areas, and the majority of these women are under 45 years of age, although I think in this circle we ought to say that the popular prejudice among industrialists against women over 45 ought to be removed.

One of the things which the Army and Navy personnel testified to is that in the arsenals and places where they put women to work, following Miss Anderson's solid advice of a year ago, they made a specialty of employing women over 40 and 45 and have found themselves greatly rewarded in sensible, practical people who were not absent, who were not tardy, who were strong and healthy and vigorous and able to do the work they had undertaken to do, so that the industrial prejudice against persons over 45, I think, we ought to be able to remove.

On the basis of overall statistics I suppose we have to take into account also 10,000,000 women in the non-farm areas who have children under 16. Some of those are available for work and will want to be available

for work but that depends entirely upon the development of proper day care both for nursery age children and for possible school care. Now I myself am not one of those who thinks there is any possibility of a lot of young women with young children going out to work in factories and hiring other women to take care of those children. I don't believe there is any great saving of manpower and I except a few rare cases where there are women with exceptional skills, and I don't believe that in the long run we get as good a development and training and health development of the children as you do when their own mothers take care of them, but on the basis of the statistics I think we can look at the requirements with a good deal of confidence.

If we meet the program which I have been outlining, about 35 percent of the women in the United States 14 years of age and over will be in the labor force. We say "will be." We mean we expect them to be, and I think that when the number gets down to a sizable figure like that and you can say in every urban community where there is a shortage of manpower every woman in this community over 14 years of age ought to examine her conscience and see if she is not among the third who ought to be working in industry; if you are not, at least given your own conscience a good reason why you are not making application for work in one of the factories or one of the industries or one of the service stations.

In England you will remember that about 40 percent of the women over 14 are already in the labor market, but there is a higher percentage in England by virtue of the fact that the majority of children 14 years of age and over are in the labor force rather than in school, as so many of them are here. I should mislead you, however, if I gave the impression that the

job can be done too easily. In the first place if we calculate the needs for additional labor we have alreadyassumed that the work week will be lengthened and that women will gladly present themselves for this kind of work. In the second place, we have assumed that the increases in efficiency with which labor is used in manufacturing will not have any decline, either in munitions or in the other lines of production, and this means a continual struggle, as you know, to train new workers and to train new supervisors, and to keep everlastingly on the job of good production.

Finally, we have assumed that women will be willing to take jobs in occupations which are essential to the maintenance of our civilian population but that do not have the glamor or the wages that attach to the manufacture of airplanes and tanks. If women are unwilling to take the jobs in laundries and restaurants and cafeterias, in dry cleaning establishments, in jobs in textile mills, in food processing establishments, we shall have both less employment and less production than is anticipated in our studies.

This is one of the things that women have really got to face very conscienciously; they have to go to work in some of these less interesting occupations and of course one of the difficulties of maintaining that kind of work is not only that it lacks the glamor of a great service, but that the wages are characteristically lower in those occupations than they are in heavy manufacturing. These are all national problems but there are also acute problems that arise because of the geographical concentration of the demand for additional workers. It seems as though it would be relatively simple to recruit about 10 percent of the non-farm home makers for jobs. Less than one third of these, however, are living in the tight

labor market areas and in those tight labor market areas practically all of them - not a third but practically all -- will have to go into the factories.

If we are going to get as many women as we need into the labor market in those areas we will have to employ almost every woman under 45 who does not have children under 16, so those of you who come from the tight labor market areas, and I know that many of you do, from these great industrial States, have to study that problem and how to recruit all of the women without children under 16, how to recruit them in those areas in the best way into the industrial life of that community. This does mean, of course, serious readjustments in the terms of family life and family responsibility and it is a part of the duty of the commissioner of labor and divisions of women in industry in all the States to solve those problems in cooperation with the women themselves and in cooperation with the community organizations which are there to assist the civilian population in the development of the things that it has to do.

I believe that the people will come forward voluntarily for the kinds of jobs that have to be done, but so far there is no community in the United States that has achieved this full utilization of its potential labor supply, and this is what this conference is about. To you who are operating in the States and who are in close cooperation with us in the planning of working conditions for women and the adaptation of industry to women, who want women to have good jobs and good pay but who want also to have a situation where women produce the full day's quota of work, where women attend regularly, where women do not succumb to minor illnesses because they have had some protection against it, where women's

problems or their involvement in home life, family responsibilities, are partly solved for them by cooperation in the community, to all of you who have these things in mind this brings a major responsibility and one which I know you will solve.

We here in the Department of Labor stand ready at all times to be of any assistance to you that we can. That is what all of our services are for and that is why this history of cooperation between the industrial commissioners and the labor departments of the States with the Federal Labor Department is proving now so fruitful and so helpful to all of us. If we had not already established this working relationship we should have to do it now because it has been established, we are grateful to you for your ready response and grateful to you for the many suggestions you make to us at this level which we can pass on to others. The equipment of the Federal Government has been greatly increased in recent months. We have all the services of the expanded employment service, we have the services of the War Manpower Commission, we have special services and cooperation with the War Production Board, and in particular I want to say here today, because we often grumble about it out in the field, we have had the unfailing cooperation of the War and Navy establishments here in Washington in the planning and understanding of the extended employment of women in industry.

This has been one of the interesting things. We barely began in this war where the Bureau of Women in Industry in its relationship with the Quartermaster's office left off in the last war, and that has been a very encouraging thing, that in these years something has been learned about how to get the best work from women and how to attract women into

industry.

With these words I am going to ask to be excused as I have unexpectedly been recalled before the Naval Affairs Committee on the Hill and must go at once in order not to be a leading example of absenteeism. Thank you so much. I will be back again.

Miss Anderson. I am very sorry that the Secretary has to leave but you readily see why. It is not of her own choosing and not of our choosing, either. When Congress calls they call, and you have to come.

Our next item, since the Secretary has given such a fine resume of the importance of women in the labor market, is to find out the basis for the determining of jobs women can and cannot safely do. I want to say that we in the Women's Bureau and in the Department of Labor also have studied this situation. We have worked continuously with the employers in order to find the right basis for the employment of women and where they can best serve so as to get the maximum of production, and we have here today Miss Erickson, who is one of our supervisors in the field and who has worked now for over a year and a half with the employers in this field. I want her to say a few words to tell you of the problem.

Miss Erickson. Miss Anderson has asked me to tell you a little bit about some of the jobs which we see women doing as we go into the plants and some of the factors of the job and the individual which must be considered in selecting and placing women for jobs in war industries. As I work in the field I get quite impressed with all the ballyhoo that comes over the radio and in the newspapers about the work which women are doing in war industry, this ballyhoo for recruiting women or interesting women

in taking defense jobs and interesting employers for training women for recruiting them seems to emphasize the glamor girl, the sweater girl, the grandmother who has come in and more or less astounded industry by her ability to work. As we go around I often find it rather fun to tell some of the employers that women have always worked; that in the manufacturig industry normally about one out of four employees is a woman and that it isn't a novelty. The novelty about it is that most of these war industries have been heavy industries or new industries, the ammunition industry which is new, and in which really men have no priority on jobs.

There are many jobs that women can do as well as men. In many of the industries we are finding still a great many jobs women could do that they are not doing. In the aircraft industry a great many women are employed in airplane assembly, almost a third, probably in some plants more than a third, at least a half, of the employees are women, but when we go into the aircraft engine industry and propeller industry we find that probably only one out of 7 or one out of 8 of the employees are women. There are many jobs in these industries that women can do. We have had people in propeller plants tell us half of the jobs could be done by women there; in the electrical industries we find many women working; but women have always worked in the electrical and communications industries, making radios and parts for the Signal Corps. When we go into the instrument industry, those making fire control and sighting instruments, such as bomb sights, telescopes, binoculars, etc., a large proportion of the workers are women because the parts are small and there is a lot of assembly and fine work that takes finger dexterity that women do perhaps better than men.

In the small arms, ammunition, industries we find many women are working. I remember going into a plant just before Pearl Harbor where they felt only 20 or 25 percent of all the work could be done by women. They did not want to use women on the machines. They felt if women were used on the machines the men would object and they would all walk out together. I heard not long ago that plant has well over 50 percent women. Much of the production work is being done in the making of small weapons for small arms such as the M-30 carbine rifle which weighs only 5 or 6 pounds when finished, almost all the work can be done by women, sheeting, etc., but we still find in many of these industries women are a minority group and proportions vary much from plant to plant, from industry to industry, depending upon the policy of management to which they have considered suitability of the jobs for women.

There really is no hard and fast basis for determining which jobs are suitable for women because there are very few jobs that are not suitable for some women. The strength of individual women varies a great deal; some women could be blacksmiths and house movers and some men are hardly able to lift an inkwell, but on the whole most women have less strength than men. They have less muscular strength, they have smaller muscles and a smaller proportion of their body is made up of muscular strength. Women have fewer red blood corpuscles than men and get tired and are more affected by fatigue than men, so there are many jobs that are less suitable and less desirable for women because of their lesser strength. Many jobs they can do just as well. Some jobs probably are never advisable for women, or only for the exceptional woman who has more than average strength.

I thought we might tell you something about some of the actual typical

jobs that we are finding wommm on in these plants. We are finding women operating all the standard machines. We all think first of the lathe as the basic machine. We know that machines are made up of very many round parts, rods, bearings and little fittings and gears that intermesh to give motive power, and the various varieties of lathes are used in these parts. We have women working on engine lathes, on hand screw machines, on turret lathes, on automatic screw machines, all turning out round parts. On many of them a certain amount of skill is required. If women are going to be actually affected as lathe operators they must be given training either in the plant or in the defense schools that have been set up.

On other turret lathe and some of the automatic jobs very little training is necessary if women are given the same training as men, or just a little more because of their lack of mechanical familiarity; they are able to do the job as well as men. However, because most women are shorter than men , or sometimes have shorter arms, I think Donald Laird (Lloyd?) in his book says that men are more like the apes; they have long arms, and women are more like children, with short arms; so they haven't as long a reach. These factors have to be considered and it is sometimes not possible to put women on in very large machines because she isn't able to reach the parts. However, the factor that determines whether a woman can be used on a machine is often the size of the part and the weight of the part, rather than the size of the machine.

Sometimes other factors come in. I was watching a turret lathe operation in one aircraft engine plant. It seemed a very desirable job for a woman because the operation was small; the cycle of operation was quite long; the part in the machine for six or seven minutes before another part had to be put in. I asked why a woman wasn't used on that part and the man taking

me around said they were machining magnesium and that magnesium is very inflammable when small parts fly off the machine, and the operator has to be busy brushing away the parts or blowing them away with an air gun. He said in case of a flare-up they had only very large fire extinguishers, the usual kind that we see around, and that would be too heavy for a woman to lift to put out the fire. I suggested sand and he looked at me in utter disgust and said, "What do you know about machinery?" Then I decided I knew very little because, of course, if you threw sand in you could ruin the machine. Perhaps they could have had smaller fire extinguishers and women would have been able to operate the machine.

Women are working on all types of lathes at the present time. Then we have a great many drill presses, as you know, and boring machines, in industry. A drill press is one of the first machines on which women were placed in defense industries. We have all kinds of drills; drills which drill tiny holes almost the size of a pin head, a 16th of an inch and less, and you have other large boring machines which cut holes of 3 inches through cylinder heads, crank shafts and so on. You have some drills which have a single spindle; other drills have as many as 100 spindles, special purpose drills. Much of the drilling is done with jigs. When the jigs are small women do very well with the work, and if in other cases you get drills weighing 40 or 50 pounds, a jig or fixture for jig drilling. Jig drilling, as you know, means the operator has very little to do except to drop the drill down onto the part, because the place to drill and depth of the hole is determined by the fixture, but women are not probably able to lift these fixtures weighing 40 or 50 pounds unless hoists are provided or there is some sort of conveyor to move the parts being worked on to the

machine. Where they have tried women on these very heavy parts they find production isn't so good unless there is some provision for lifting because if women have to lift these heavy fixtures around, fatigue enters in, women get tired of the jobs and go home, and there is absenteeism and turnover, so it is hardly desirable to put women on work which is too heavy for them.

Then we have women on the milling machines which work on flat metal surfaces machining it, or the small shapers. A great many, almost all, metal plants have many milling machines. Women are doing very well on milling machines. They are working to very fine tolerances, tenths of thousandths of inches; especially on small parts they can probably do most of it. Women learn just as fast as men. I have asked how long it takes to train a girl on a milling machine; usually never longer than a man, after she has been broken in and oriented to some of the terms used. Then we find, of course, a great many grinders which finish parts. Women are being used on grinding operations. They are doing magnetic chuck grinding, running small speed grinders, working on acetylene grinders, working on internal and external grinders. Not as many women work on grinders as on other machines, on turret lathes, or milling machines, but women are able to do grinding and do it very well.

As you know, some of the grinders throw off parts from the carborundum wheel and also dust and some girls are probably more fastidious than most men about the places they work and they don't like jobs which are too dirty, where there is too much oil and too much dust. I have been in places where they have been able to fix up shields that keep the coolant from coming out. One factory where there was a great deal of grinding had devised

its grinders especially for women and had an automatic hopper feed so the parts were fed down, which made it a very simple operation, and there was always a shield over the grinder, in front, so the collant or oil was not splashing out.

We find women on punch presses for shaping metal and supplies for assembly, girls working on a variety of presses feeding the large hydraulic presses where the table comes out and the sheet metal parts are placed on the table and rolled under the press. There was no reason why women couldn't do this work, if the parts are light, in sheet metal as well as men. Then we have in the ammunition industry girls operating all sorts of presses and small arms ammunition where casings must be drawn, bullets must be drawn for the jackets. In 1940 Miss Anderson sent us out to visit small arms ammunition plants to try to determine which jobs were suitable for women. We said we didn't think drawing was suitable for women. The reason for that was we saw these old plants, and I remember going into one where I thought the job tending a drawing machine was mostly taking a scoop with one hand and filling the hopper with metal components and keeping them out between your knees and as soon as you got your hopper fed you started to mop up the soapy coolant - largely a soapy solution pouring out onto the floor and not into the drain, so one hand fed the components and the other mopped up the floor. In the new plants this is all very different. The hoppers are fed by belt conveyors or trucks on monorails and the machine has aprons and the drains are good and the place is very dry. We now find in small arms ammunition plants that women are doing practically almost all the drawing of casings and bullets and are doing it just as well as the men. It is a very simple

machine-tending operation.

Then we find women on a good many occasions tending gear-cutting machines. There are a great many special purpose machines of different kinds. In machine operations when the work is on large pieces, if the cycle of operation is long and if hoists can be provided or conveyors, women do the work as well as men. We find practically all telling us that the productivity of the women on the machines is as great as that of men, if there is no heavy lifting involved, or things which slow up the girls, and cause too many strains and fatigue.

Another job in which we find a great many women is burring in the defense plants, with very fine tolerances; especially in the aircraft industry there is a great deal of burring. People just burr and burr and burr; they burr with files, they burr with small pneumatic tools like the dentist uses. I have seen girls working inside of castings with little dental mirrors hunting for the burrs. I have seen girls burring on parts which weighed as much as 35 to 40 pounds, huge aluminum alloy castings. I asked about the girls lifting these parts. They said oftentimes the cycle of operation was so long that a girl would work for an entire morning or afternoon on a part and therefore it was perfectly feasible to have labor or conveyors bringing these parts to the girl and she merely sat and burred.

Again, if you have people burring on magnesium special precaution is needed because of the inflammability of the magnesium. In some plants they have set up special burr booths for burring magnesium with a curtain of water and down draft which collects all the small particles and draws away from the operator, so there is no hazard of fire, but wherever they

they are burring magnesium there is some fire hazard.

Then you find girls burring on small parts in aircraft; there is burring all the time; there must not be the tiniest particle which could give rise to a strain in operation.

As you know, we find the girls are going into welding; we find girls doing gas welding, spot welding and spot welding on light parts where they tell us their production is usually greater than that of men. Girls are doing gas welding, acetylene torches cutting armor plate. We find girls in shipbuilding doing some welding, especially on the lighter parts. On the other hand there are actual footage records in ship welding. Occasionally they tell us girls have exceeded the footage records of any man on welding.

On the other hand they complain girls are not as versatile as welders; that they can't use them on all types of position welding and question the advisability of having a girl lie on her back and hold steel out, in open yard welding, overhead. In the first place she probably hasn't the strength to continue welding overhead and it is very disagreeable, probably undesirable for most of the women. We find a great many girls riveting. You have all heard about Suzie the riveter. In the aircraft plants girls are now doing almost all types of riveting, inside of fuselage, outside, crawling up in the small places, driving and bucking rivets, setting up the longerons and the webs and all the parts of the aircraft, riveting together some of the parts. In some of the aircraft plants the majority of their riveters are women.

In the assembly in many of these plants, really large ones, women are doing all sorts of assembly, subassembly, working on finer assemblies

in the electrical departments of aircraft; they are doing all the usual assembly jobs that women have always done with laying out electrical harnesses, soldering, weaving them together, doing all types of "spaghetti" work in electrical assembly. In small arms ammunition women are assembling shells, assembling bullets, assembling little primers. We were in one small arms ammunition plant where they were interested in putting girls on an operation of assembling primers, driving little anvils down into the primer cup. They used a toggle press for it and I was asked to come out and try to decide whether I thought it was a suitable job for a woman.

I tried for a while to operate the press but since I was only about 5 feet 3 inches I found that reaching up was too high a reach for me. If they put girls on that job who were at least 5 feet 6 or feet 7 inches they could do the job very well with no strain, but for a shorter person where you had to grab the lever half-way down, it was much too strenuous a job to continue on all day. So it is not only a problem of whether or not you can use women but to consider some of the factors of the height of the women or the size or adaptability, because some jobs may be possible for tall girls but not for short girls.

We found almost all types of assembly jobs in the aircraft engine plants as yet have few women as assemblers because they feel the women haven't sufficient background in the industry, but as women stay on longer and learn to operate machines they should have the opportunity for training and be upgraded so they can do some of the assembly work.

We find, of course, a great many women on inspection. Inspection is one of the jobs always first thought of when they take on women. Practically

all incoming goods, small parts, are inspected by women. They use numbering gauges, snap gauges, plug gauges, micrometers, electrolimit gauges, all types of gauges. Women are running Rockwell and Burnell testing machines and they tell us that women are much easier on the diamond points of the machines than men. That has been said again and again, that they have had to replace fewer diamond parts with women than with men.

Then as women get experience in industry in many plants they are finding they can use them as process inspectors, where the woman comes out on the floor and inspects components or parts while they are being processed. If the machine is not performing satisfactorily she has the authority to stop the machine and call for an adjuster.

We find women in the ammunition industries not only doing all the final inspection of shells but actually doing some of the proving, shooting the ammunition. I think the Ordnance Department uses women to prove Tommy guns. They also use them in proving small arms ammunition. Women are doing velocity tests and occasionally are doing some of the other hand shooting. There are other jobs that women could do but if you have a woman proving ammunition you would have to be sure that you didn't get a woman who was gun shy. I personally would be awfully afraid to touch a gun, but there would be no use of assigning any woman out to attempt to prove ammunition because many probably are more nervous and have less emotional stability and that sort of a job would be very hard on a woman.

We find a great many women working in factory service of different kinds; as crane operators. Whenever a manager has a woman crane operator in a plant it is sometimes like a bird in a gilded cage, he points with pride to this woman riding on a bridge crane on the ceiling; he assures you

the women are riding around up on the ceiling handling the cranes; that they do just as well as men. Not long ago I asked a man about two or three crane operators he had put on and he said they were very satisfactory, more so than any operators they had had; they stayed longer. When I asked about their wages they were getting 10 percent less than the men. I don't know just why.

We find women occasionally as guards. Sometimes women are carrying firearms as guards in some of the defense industries. An employer told me of a plant he heard of in Texas where they had women guards at the outside gate, armed with side arms. When a group of men tried to drive through the gate without stopping she shot all three tires off. He didn't know what the OPA was going to do with her! But she was able to use her fire arms.

A question has come up in one of the ammunition plants, What is the possibility of using women for pushing angel-buggies. If you don't know what an angel-buggy is - of course the men in the Army know, it is a small cart that you put several jars of high explosive in to service the machines, to feed the machines which are loading tracers, incendiary bullets or primer mixtures, and so on; very small carts and no strain involved. The brake on the handle stops the cart if you drop the handle, but there is always a hazard inherent in the job; if something happens, if the ammunition should be especially unstable or if you should strike a piece of metal on the floor and detonate it, or somebody should run into you, why you probably would have wings because the buggy would go up very fast.

There is a question of whether that job is suitable for women. Well, it all depends on what you decide is a suitable job for women. We know

the women are riding around up on the ceiling handling the cranes; that they do just as well as men. Not long ago I asked a man about two or three crane operators he had put on and he said they were very satisfactory, more so than any operators they had had; they stayed longer. When I asked about their wages they were getting 10 percent less than the men. I don't know just why.

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men are losing their lives and taking many chances; here there is no strain inherent in the job. The only possibility is that you make a very fast exit if something goes wrong--but that would happen to a man as well as a woman on that job. It is not a hazard which is any greater for a woman than for a man.

We find women working in the tool rooms, in the tool cribs, doing all sorts of service jobs. As long as the parts are not too heavy why women are very able to do these jobs and do them very well. We are finding more and more women going into tool grinding. Women are being used for grinding drills, for grinding bits, and we are also told that they do very well as tool grinders. We find women in all types of production service jobs, as expediters, for handling blue prints, for taking messages around and for keeping records. It has been customary in the past for factories to use more men than women in their clerical service, but women are coming in and there are a great many more jobs of that sort that women can do.

It seems to me that about the first problem that arises when an employer is considering the use of women, or extending the use of women, is to decide or draw up a job specification and decide on the job which women can do well, without any changes. Then you have the job which women can accomplish with mechanical aid, such as hoists or special conveyors or with some extra labor assistance. Then you have jobs which are questionably suitable for women, which only probably a few of the stronger women would be able to do, and a job which may be harmful to women and maybe generally undesirable for women. (Applause)

Miss Anderson. Now we want to open discussion from the floor. I would be very glad if someone would volunteer, or I will call on some people.

I saw Admiral Fisher here but he just left and probably will come back. I wonder if Captain Sullivan wouldn't tell us a little something about women in war industries.

Captain Sullivan. I just jotted down a note at the end of Miss Erickson's very interesting talk about women. There is one very important thing that she didn't touch on at all, although I confess she covered the aircraft industry pretty well; that is women in slow-downs in industry. The women have learned their trades pretty rapidly; particularly they have learned to organize, learned to make their power and influence felt in their union organizations. I find they are even top committee men on the bargaining committees. In many cases they keep stores in plants. They have also learned how to improve their working conditions by fair means as well as what we who are responsible for war production consider foul.

We have had in several vital facilities slow-downs that were traced to women, whom we had to bar from war production work. But to get back to the better side of it, women are doing a remarkable job in airdraft. I have five extremely important facilities, formerly automotive, now engaged in aircraft, and whom I will not name, but I think it is interesting to find that on aircraft work No. 1 plant now has 45 percent of all employees on aircraft work who are women, and on projected employment, 70 percent. We hope to reach that within six months. These figures are based on a projection of six months.

No. 2, where 38 percent of all workers are women, we hope to boost to 50. No. 3, 16 percent, going up to 40; No. 4, 16 percent and we haven't projected that figure yet; No. 5 happens to be one of the most

important aircraft facilities in the Nation; 35 percent, presently projected to between 60 and 80 percent; which shows the confidence that the aircraft manufacturers have in women employees. They are doing an excellent job and they are covering a very wide range. In one plant I found two 80-pounders who were squaring the ends of 4-foot helical coil springs. I don't think we can measure women's strength by their size. I know these women did not weigh more than 90 pounds, working as a team and under difficult conditions, normalizing at annealing furnaces where temperatures were high. They were working on grinders, squaring the ends of these 4-foot, about 3-inch diamater springs, which is quite a heavy job for a man, and they were doing it very well.

There is another job that Miss Erickson didn't mention, I believe, which is important in the aircraft industry, and that is the spraying and doping of airframes, that is being done by women. They are also engaged in extremely vital inspection work, such as Magnaflux and spectroscopic, and doing a good job. I believe Miss Erickson mentioned the hydraulic press work. I have seen 32 women on a huge hydraulic, 8 to a table. These tables come in from either side, one at a time, of course, setting up light metal air frame parts, performing on these huge hydraulic presses, and they were clicking very well on the job.

There is one large facility in Detroit that is going to be doubled up and in order to double up in this expansive program we are going to require 22,000 additional workers in this plant and only 3500 of those are men. The rest will be women.

There is another smaller facility there with a total of 2800 employees and 80 percent are women. The central field of the Air Force covers 16

States. Of course the heart of the district is the Detroit area and that is where most of our work is done. However, the employment of women in industry is general throughout that central district and I find that in Memphis, Cleveland, St. Louis we have from 30 to 50 percent of total employees, ranging from 7,000 to 9,000, are women in those cities on aircraft work, and they are doing not only the air frame work, they are doing aircraft engine work. I don't suppose a man should discuss this rather vital problem of women working in industry, but this survey was not made by a man; it was made by a woman, a newspaper woman we have on our staff in Detroit, on child nurseries and we have some very interesting information here on what is being done to take care of the children when the men go to war and the women get into the production trenches behind them.

The children are going into nurseries and the contractors or employers are taking forward steps in organizing nurseries in a number of midwestern cities to take care of that problem.

Miss Anderson. Thank you very much. I wonder if some of the commissioners of labor from the States would like to ask some of the military here some questions in regard to women's employment, or tell us something of their own as far as women's employment is concerned. I wonder if Mrs. Ackroyd from Rhode Island wouldn't like to say a few words.

Mrs. Ackroyd. Well, we are using women more and more, just as they are in other sections. We did have a tremendous amount of unemployment in Rhode Island so that our official figures for employment don't show the accelerated trend as we know it exists, as yet, but we, too, have set up - I think we are the first State to have a State-wide basis for our day care of the children.

Miss Anderson. I would like to discuss that tomorrow afternoon.

Mrs. Ackroyd. I would like to just ask Miss Erickson in connection with the basis for determining these various jobs and their suitability, among the general principles which she spoke of, the question of height and reach and weight to be lifted, if there seemed to be the two general bases for determining whether a job was suitable or not for a woman. I wondered if there were any other criteria. She intimated that in certain instances people had been called on to determine the suitability and we are called on very frequently.

Miss Erickson. I think it is so much of an individual thing from plant to plant and from operation to operation that you almost have to make a visit and watch the job, because there is no hard and fast line for deciding it, because the weights to be lifted, for example, if there are conveyors and hoists and how often they have to be lifted, if it is possible on many jobs to have a hoist or conveyor which will move the part and eliminate most of the lifting - if it is just a question of lifting it to the same level - I have watched girls in an aircraft engine plant where they were machining castings, large magnesium castings on a special purpose machine, the girls had to lift this part which weighed 40 or 50 pounds, but it was only on a very small distance, probably a matter of almost inches, not more than two feet, and did not have to bend, merely slip it over to the other machine.

Then you have jobs which only probably a tall girl could do. The machines have been designed for men in most instances and the table, operating table, is rather high, where a girl sometimes isn't able to reach over the machine because the reach is too long. It seems plants have to pay more

attention to the selection of women, giving physical examinations in measuring them and so on. If they study their own jobs they will know something about the height. You also get small men, but on the average men are larger and taller than women and do have longer arms. A plant in Chicago has been specially tailor-made just for women; platforms have been put in; they have worked out or adjusted the machines so that many of the operations can be done sitting. The girls are able to feed the machines; they have worked out special devices; they have special controls, more or less button controls, that operate the machine. There is nothing at all heavy.

In another case I saw a drilling operation. It was a very high drill press because of the part. The part was very light. The man said, "Why can't a woman operate it?" After watching I realized it took a very long reach and in pressing down probably a woman wouldn't have muscular strength to operate that drill press. The plants are not alike even yet; there is a good deal of standardization but there are also instances which need special investigation; probably have someone going out from your own division.

Mrs. Ackroyd. It is always very helpful if some more or less definite measures are applied and any of those which have been developed would be helpful.

Miss Anderson. I think we have some reports that we have developed, special work on special machines, developed with the workers and the employers; we have numerous reports on that. I think, though, that we have to or might be able to sit down and say, "Well, now, women can do this job and that job and they are doing it," but every occupation in

the factories, as we all know, is different; they do it differently in different places. It might be the same operation but done differently in each factory, so you really have to study the whole situation, probably, inside the plant in order to really fit the women to the jobs in a very able way. Some plants are old, with old equipment; some plants are new, with the very newest equipment, and while they seem to be the same kind of operation, it is really done differently in every factory. Everyone knows that who has gone around and tried to do that, so from that standpoint you do have to go into the factory and decide upon the job inside that plant; it may not fit in another plant. That is what we have been doing right along.

You can sit down and do all of these things, all of these operations, but you probably won't be able to do it in certain plants, and you have to study it from the inside, really, to know.

Miss Stitt. I am very sympathetic with Mrs. Ackroyd's point of view because I am one of these lay people that don't understand. I just begged our field people to do what you say, draw a blueprint for us; a woman can do this and can't do that, and they come back with the same kind of answer that Miss Erickson and Miss Anderson have given us, that every job in every plant is so different that all you can do is to list these general qualifications, dexterity, ingenuity, height, strength, general health, emotional stability and age, which Miss Erickson has listed here, and then decide in every specific case, which does seem a very difficult and technical job, but it is very technical, isn't it, Miss Erickson?

Miss Erickson. There are so many jobs it is obvious in a plant a

woman can do. There is really a small proportion of the jobs that are questionable, so you can rule out immediately; then there are the borderline jobs and the borderline jobs are not so many.

Mrs. Ackroyd. I would like to say to Captain Sullivan that in my travels through these plants, where they are putting women on jobs that men have done, I am terribly impressed with the fact that the tempo of the jobs which normally had been men's jobs is far slower than the jobs which women only now perform, and I have concluded that it is much easier to push women and get them to speed up, and they are much less prone to slow down. I was surprised to hear you say anything else. In Rhode Island we have a tremendous number of women normally engaged in the gainful occupations and a very large proportion of them have been in textile work and the textile mills have pushed and pushed and pushed so that a woman on a textile job, which is normally her job, is on the run from the time she goes in until the time she leaves, and in the machine shops on the other hand where they are taking over men's jobs they have a very easy time of it, once they learn their skill. I have been terribly impressed with that change in tempo of it.

Miss Stitt. Do you think it is good?

Mrs. Ackroyd. Much better paying jobs and much easier jobs. I just hope women don't kill the jobs.

Captain Sullivan. I will put straight what I had to say about slowdowns, and bring the New England situation into the picture because our comparisons were made between a plant in Lowell and one in Detroit on canopies for parachutes, and packs. The pack department of this facility

employed women; they were on the ball, turning out and doing better jobs than in a comparable plant in Lowell. On the contrary on canopies they were turning out one canopy where in Lowell they were turning out six. Part of that was maybe attributable to poor supervision, which was corrected, but most of it to deliberate slow-down in production, which has been corrected, but merely emphasizes the point that women can be as obstinate or perhaps a little more obstinate than men when they make up their minds that they want more pay and are not going to wait for the War Labor Board to consider the merits of the case and hand down a decision. They just stop the sewing machines or slow them down. They have learned the business quickly.

Miss Anderson. Do the women receive the same pay as the men?

Captain Sullivan. In this case they did. That is general in the Detroit area. If I might have another moment on this matter of selection for specific jobs. The reluctance of most employers to put on large numbers of women makes it difficult to sell them the idea of women replacements for men, but you just have to insist. You must go on the premise a woman can do anything a man can do. If you stop short of that then you will meet with employer resistance; not in all plants but in some plants, and the employer may be the best judge but you mustn't let him believe that he is. It is very easy to say, "Fine, here in Jackson you can't do this, but down in Toledo they are doing it with women," and probably they are. That goes a long way toward getting women in and giving them an opportunity to demonstrate they can do the work.

Mrs. Ackroyd. We find that to be true, that the acceptability is

certainly cumulative and very often it is not the management that opposes putting on the women for trial but the foreman in charge of the job. Once you break down his resistance and get him to accept one or two, they can demonstrate to him in a very short period of time how well they can do the job. We find that over and over and they immediately are ready to take on any number.

Miss Erickson. In many plants I have visited the course was to get the foremen together, conditioning the foremen to employment women, giving the talks on the use of women and conditioning the foremen so they will accept women, and it does seem to work.

Miss Anderson. We have a great privilege today to have Mr. Gordon of the British Embassy, formerly with the Ministry of Labor in England, with us. I wonder if Mr. Gordon wouldn't tell us something about the women in England, what they are doing and how you find them.

Mr. Gordon. Madam Chairman, it is a wide subject to suddenly cover. I would be very glad to give you what information I have available. It is no surprise to us, I think, in Britain that women can do almost every job that men can do because we found this in the last war and we seem to have forgotten it when this war broke out because I think there was the traditional opposition in many cases to the employment of women. But it didn't last very long because our manpower was running short and ran short very quickly. It only lasted until such time as we had our factories built. Then we had to encourage the employment of women whenever and wherever we could.

We have something like 7 million women employed in Britain. There has been a very large increase since the war started and we have had to

encourage training by all available methods; we have had to do it by the extremes of concentrating industry and limiting supplies to drive women, and men too, for that matter, cause the women from the non-essential industries to go into the essential industries. At the outbreak of the war we just turned our minds to the limited number of processes on which women could be used for the purpose of assisting in dilution and upgrading and so on, in order that we might spread the scarce amount of skilled labor that we had all over the various industries to meet the demands of the various supply departments, and did a good job but just hadn't the number of people to do it.

The training centers which in the past we have had to train our employees to fit them for industry were filled up to a large extent with women and we soon found the adaptability and dexterity and physical strength of women was quite sufficient to allow them to do jobs not only satisfactorily but do them extremely well, and I don't think we have in Great Britain any complaints of any kind from any of the occupations on which women are employed. I was extremely interested in listening to some of the figures which have been quoted and I think in Britain, without detailing various operations on which women are employed in the aircraft and the engineering, machinists or shipbuilding industry, there are many plants in Great Britain now where in aircraft, for example, there are 80 percent women employed, so that by and large one can just assume that only the very highly skilled operations, which require long years of training and practice, and the extremely heavy work which is beyond the physical ability of women, is limited to them. They are operating all machines. In some cases they are making machine tools, working in the

aircraft and shipbuilding industries, and even building railroads; they have been building railroads for 18 months or two years. I think the average percentage of women employed in machinist trades, or what we call the engineering corps, today is well over 30 percent and it is rising rapidly.

It is the only source of recruitment which is now open to us. In chemical and explosives industry the average employment of women is over 50 percent, taken throughout all the plants, which is of course extremely little. We have come to such a stage in our manpower and we have just resorted to every conceivable expedient to carry out the program we have assigned to us. We therefore have to turn to every conceivable device to encourage the employment not only of those women who are not already employed, but the greater employment of those women who already are employed. Men have to be withdrawn for the forces and I am afraid the speed-up has to come now to the women; it has to come from the women who are already in employment, from those women who are home makers in the real sense of the word, and from women who have not been available but might be available for part time. It is going to be rather a heavy job because most of the women are not entirely occupied, have jobs during the day in many cases, whether it is the home or the factory, and also occupied a great deal at night with their civilian defense and home guard and other labor which they perform.

We have found to a considerable extent that a great advantage actually by the measures which we have taken in the welfare field. We have found that absenteeism, of course, is very much the subject of discussion at

the moment. It is extremely prevalent, although there are reasons which welfare workers cover. Mr. Bevin, as you probably already know, established the welfare service outside the factory to implement or supplement the factory inspectors' work inside the factory and they have just discovered what problems require solving. They have made it their business to get them solved by approaching the appropriate authorities, some problems like transporting and billeting and feeding and hospitals, medical treatment, recreation, and all those problems have been solved by these welfare officers who have to a certain extent solved largely most of the problems of absenteeism, which depend upon anxiety and worry about home comforts and home circumstances, particularly in the case of transferring workers.

We haven't established to a thorough extent the idea of nurseries. We did/have what we call daily guardians, people who are prepared to look after children while the mothers are at work, and we have ordinary wartime nurseries. We have in addition to that play centers which are being developed to a very large extent; the authorities and the schools are enabling very large numbers of women to go into the factories. The whole question of production is under constant review. It is being reviewed by the regional production boards and those people are going to a very considerable extent to try to get more employment for women.

In days gone by of course we have turned from home work employment to industry, factory employment. We haven't encouraged employment in the home, but I am afraid this war is driving us back to home employment and there are all kinds of schemes without any general plan that leave

the individuals in various districts to pursue them, and they have pursued them and to a tremendous extent have opened them to production. They have private houses partly given up to enable women in a locality to come in and do all sorts of useful jobs. In some cases they are assembling automatic switches and mechanical jobs of that description.

By that means there are/a great many women who can't leave the district utilizing and who are not fit for agriculture. They are in the rural districts utilizing to a large extent women available in those particular districts. There are many, many jobs which can, rightly or wrongly, go back into the home for the purposes of the war. One that comes to my mind is the manufacture of braid for uniforms. That sort of work was being done by some of the war factories in districts where the supply of labor was very short, and it is found, of course, that sort of work can be done in the home because homes and factories are being utilized for munitions and the women who are available for munitions are being employed on munitions of war.

There are all sorts of local schemes where people get together and are able by doing some small part comparatively simple on subcontract work from a factory somewhere else, to add to the war production. I don't know of anything more I could say at this time, unless someone has a particular question on a particular subject.

Miss Stitt. Mr. Gordon, I wonder if you think that the evils of home work are so great that you would advise us to delay resorting to work in the home until the very last resort. Is your experience that We have been trying so hard in this country to eliminate home work that I think it is a bit of a shock to most of us to hear that Great Britain has had

to resort to it again.

Mr. Gordon. I wouldn't take the responsibility of dropping any of that, but I would say there isn't anything that we would reject in the prosecution of this war. We are, of course, only a small country; some of us have been through some experiences which one never anticipated in a lifetime. We thought they were all gone and various circumstances have put us in such a position that we just had to give everything we had. It isn't confined to any part of the population. As time goes on it is one of the extremes and everybody has to give and is glad to give what they can. It is typical in the lives of the people that are well known to us, women who had a house and family, any amount of those are now in employment, perhaps in a school or hospital, or something of that description.

Then in addition to that they come home and some of them go into a factory and do evening work; some of them will do voluntary work of other descriptions. In addition to that they try to do their home guard and civilian defense duties. Some of them have families to look after still, and their houses to run, and a good number of them, owing to the dispersal of the industry and population due to the blitz which we have gone through, have their houses occupied either with evacuated office people or evacuated other people, and they require to be looked after, so it isn't by any means a picnic and there isn't much left out of the 24 hours to a great number of people.

So when it comes to a question of taking work into one's home I don't think anybody stops to think about it. One home in five in Great Britain has been knocked out or damaged by the blitz and those

who have them left are glad to use them for any purpose necessary to the prosecution of the war. In your country it is a very different proposition; the circumstances are very different. I am the last person in the world to offer any advice on that subject. I would say that in normal peacetime I think that the home work in England as we knew it was not a thing to be encouraged. I quite see that a machinist might say, "Why shouldn't I have a lathe in my home if the author writes his books in his home?" All that kind of thing.

I feel that the home work in England, industrial home work as I have seen it in my life time, and which was very much worse in earlier times, is not a thing to be encouraged, but I think that is a very different thing from looking at it for the war effort.

Miss Anderson. I wonder if we will be able to hear from some of our friends from the War Department sitting down here.

Colonel ~~Browning~~ O'Gara (?). I am from Headquarters ~~of the Office of Services of Supply~~ Army Service Forces. I have a comment of a general nature that I think will be quite appropriate here. As a matter of fact it may be encouraging to you. The Secretary has indicated tremendous Army interest, or armed service interest, in the employment of women when she said that we will have to have close to 3 million more women in industry in this year. It is not commonly realized that these 3 million women are those who have not worked in industry before, and who in particular have not worked in the kind of industry.

Also it isn't commonly recognized that with the introduction of these 3 million women in these jobs that there are hundreds of employers

who are going to be involved, who themselves have never employed women, and that brings me down to the thing I have in mind today. I have had no Army experience in the employment of women within the services. I have, however, had some 20 years of experience in the employment of thousands of women in industry. In my capacity from the lowest advisory job through to the top administrative job, the thing I have found that has been the principal stumbling block - and I suspect you people here have found it significantly in your work and will find it much more greatly in the coming year - is a form of inertia, a traditionalism, an unwillingness due to superficial thinking to consider that women can do this or that or the other job.

I think it is a human fault rather than the fault of industry. I am not arraigning industry any more than any other field, but I have found it to be true through all ranks along these lines. If a woman falls downstairs in a plant that hasn't used a women, superficially the conclusion has been that all women fall down stairs and therefore they shouldn't be employed, because of the insurance risk.

To get back to what Captain Sullivan intimated, I think all of us have got to adopt very considerably the attitude that we are to insist that consideration be given, and real consideration, to the employment of women in jobs where the employers' first natural reaction, and probably his second and third, is "No, it can't be done." It is traditional and has to be broken down; otherwise we are not going to get anywhere.

One other point that has also been my experience, that utilizing the normal personnel practices, the normal interviewing practices and training practices that already exist in industry, when a woman is carefully chosen

and intelligently placed she will more often than not do a better job than a man. The reason I have found I think is not uncommon; it is in three categories. First, she is more often than not more amenable; second, she is more serious; and she is more conscientious. You can go a long distance without these assets and I think these assets characteristic of the average women who is given a chance and whom industry is willing to go out of its way to employ.

Therefore, getting back to the beginning, it seems to me that unless we pull it out on the table and put it down in front of industry as its own fault of traditional superficial thinking, we are not going to get the procurement of women that we must have, so I give you some encouragement and also a challenge.

Miss Stitt. May I ask a question, Colonel? I was very much interested in your saying that we have to break down these barriers against the employment of women in war plants. What have you found are the best devices for breaking down those barriers?

Colonel ~~Browning~~ O'Gara. I said I had no direct experience in war plants.

Miss Stitt. The War Department?

Captain Sullivan. I think I answered that and gave a specific example in Jackson, Michigan, of a certain facility that wouldn't employ women. They were employing women in Toledo so we used that as a club on them and they put the women in.

Mr. Schmidt (New York). It seems to me, reflecting on what Colonel Browning O'Gara said, that this whole discussion up to now could be summarized so far as medical effort is concerned by two conclusions. The first

is that this traditional inertia is the result of a good deal of ignorance and that ignorance can only be dispelled, it seems to me, by getting data from a central source like this and showing these employers who have this reluctance that the precise type of standardized job which they are begging people to fill can be filled effectively by women.

That leaves open the other type of job Miss Erickson spoke of, namely, the type of job so viewed that it is hard to get a standard for it. I was reflecting on her remark to the effect that she sometimes called in officials of labor departments to determine whether women can effectively fill a certain job. Now what precisely can a person from a labor department bring to that decision that management hasn't got before it? As a matter of fact the only thing that management hasn't got is that spirit of daring and venture so necessary, that will attempt the experiment of trying out this question, Can women fill this job?

It seems to me the stimulus of a further need in the exhaustion of labor supply is one of the arguments coupled with the insistence that Colonel O'Gara mentioned. It seems to me in those two lines we have the answer to the question Miss Stitt raised. Browning

Mr. Gibson. I would like to make a comment or two on that particular point. In Michigan, it has been spoken of here a number of times - naturally, this is one of our major problems. However, we have employed women from time to time in a number of large plants and a lot of good examples are available for industry which is considering this particular problem. What we have done in the State department is this. We have said to industry, if you are reluctant about placing women on particular jobs or what jobs they can best be fitted into with your scheme, we will go

into the plant with one of our people who has seen dozens or perhaps hundreds of plants where they do employ women and we will make a plant survey with your safety engineer or personnel director from a standpoint of determining what jobs women would best be suited for.

We have done that in some of the big foundries even, although we still feel the women shouldn't be employed in the actual foundry operations. There are many jobs they can be employed on. We have taken about the same attitude that the U. S. Department has, but there are very few jobs that a woman can't do if the proper safeguards are thrown around that job, proper preemployment training and so on. I think it reduces down to just this: proper job placement is one of the most important things in the employment of women; proper health and safety facilities is another one of the very important and serious considerations. Proper hours, both daily and weekly, and proper pay. We are one of the States, one of the very few, that have equal pay laws for women and men and we have had our problems under that because still some industries don't hire women, though they may be good. They have a fear that the men will come in and demand more because they are paying women this rate of pay on a particular job.

I know one plant I was in had a little case where there was wage discrimination. A woman was employed on a grinder and the only difference between her and the men employed on that job was that she was getting out more production than they were. That was the only difference and they laid her off the job simply because they had trouble on one of the other jobs. We found they were paying her less money for getting out more production on the same job. They thought it was all right because they

hadn't had any broad experience in the employment of women, but a plant I was in last week have a very amusing situation. They had taken the women off inspection some five or six months ago and placed men on a process inspection job of very light articles, one fourth the size of one of these ash trays on the table, and they had a new supervisor come in, or new superintendent. He thought that the job was going to go better with men on it than it did previously with women.

He didn't wait to see what he could do with the women he had employed. He just changed them immediately and moved the women right over to the same inspection job, on final inspection, and put men on the same job on process inspection. Then he argued to me that the result he got on process inspection made a different job from the result he got on the final inspection. Well, it didn't because they plated this article before it got to final inspection. The women did identically the same inspection job. They were arguing results, not the job, and it just shows you some of the problems that you run into with people who are unfamiliar with the problem of employing women.

While I am on my feet I want to say we did get started rather slowly in getting women into some of these very desirable plants. It has picked up considerably in the last few months and I think today our department figures show three or four times the number of women employed today than men. For one reason, men are not available, but there is mobilization of our woman manpower.

I think the only other thing we have, and Madam Secretary spoke of it this morning, was this glamor thing. It may be great for getting the women into the plant but my safety experience is that it may be very

disastrous if you let it go too far. I think it is one of the real education problems that industry has to be ready to cope with the minute they start inducting women into the plant. I think after the last war it was the men who were the glamor boys, that had silk shirts. This time it seems that the women have stolen the show and that is one of the real major problems that I think we have in the employment of women. I think plants can study the problem who approach it from the scientific standpoint, who are ready to employ women before they can do it without any trouble at all. It is the plant who has never employed them before and makes no advance preparation that runs into trouble.

Miss Anderson. Thank you very much. I am very glad you mentioned your equal pay law. Michigan has had for many years a law demanding that there be equal pay for men and women. It has never been enforced until Mr. Gibson came into office, and then the Supreme Court of Michigan declared the law constitutional, which gives Mr. Gibson a chance to try to enforce this law. I am sure that he has had a lot of problems connected with it. It is not a very good law to begin with and needs amendment.

I might say in regard to the preparation for employing women that I have this story. The manager himself told me this story. It is a place where they employ now about 20,000 women. He said when they made up their minds that they had to employ women, eight of the officials sat around the table and discussed it and decided what kind of uniform they would put on these women and they decided on a very beautiful blue uniform with white cap and then a little later on they brought in women

to tell them what they had done for them. They brought in three that they thought were most important to discuss these uniforms and finally a girl said, "We don't want those uniforms; we want to put on overalls and go to work. We are not concerned with any glamor of uniform. We want to wear the same thing the men wear on this job, and that is all."

He said, "We were the most surprised people in the world."

Major Wilson. I want to speak on this question of the point of view of training. As recently as 18 months ago we did not have many women in the arsenals, around 7 or 8 thousand. There are all types of ammunition arsenals, some heavy armament arsenals, and some others small arms arsenals. We found the same reluctance to accept women in the arsenals as people have found in plants, so we decided we would have to do something to get them to realize that women could do the job, so we set up a training program apart from the arsenal and started training girls in the skills which we knew the supervisor would have to use them in a little later. The supervisor didn't realize it but we anticipated they would need these girls and so we started training them.

For instance, in one arsenal they grind lenses. It takes a man about 15 years apprenticeship before he can be a complete lens grinder. We knew that pretty soon they wouldn't have any men to grind those lenses and we decided we wouldn't have time to train a woman to do that - didn't have 15 years to do it, so we broke the operation of lens grinding down into 19 operations, component parts, and trained one girl for each part and when the supervisors came to us and said, "We don't have any men. Where are we going to get lens grinders?", we said "We have something for

you to try, so they gave them a try and now girls are putting out lenses just as fine as any man ever did. The point we found was that you have to anticipate what your needs are going to be, what your operation is going to be, and then set up your training program to meet it. The first thing you have to break down your skill; if you have ajob that a man has done completely, a complete machinist job, where he takes four years apprenticeship to do it, you are not going to do that; you have to break that job down to component skills to get out a finished product and train a girl in one part of that complete operation; then you have a flow of work.

The second most important thing we think is the proper selection of a girl to do that. In other words, if it is a job that takes emotional stability you don't want to select a woman that has no emotional stability, like Miss Erickson said. If you have a job that demands reaching high, don't pick out a 5-foot-2 girl. You have to look at it from a commonsense basis.

The third thing is the proper placement. By that I mean by shift. We have found that the married women don't like the day shift because it doesn't give them the day to shop in. On the other hand we found a young girl doesn't like the evening shift because she has no time to go to the movies and you have to look at those things; you have to realize those things. The next thing after that is the proper orientation; you have to get them off to the right start, explain a little bit about what the shop does, and everything like that, because of the fact that women haven't had that background. It is all new to them. Take men into a sewing establishment and they would be a little lost at first.

The next thing is the proper follow-up to see that their grievances are handled and getting the proper attention, and you won't have any trouble. The next is equal pay for equal work. There is no doubt about it, you can't get away from trouble unless you pay equally for equal work, if the work is the same. If you have a man doing heavy lifting, for the woman that is a different thing, but if she is doing the exact same job - a battery of six machines operated by four women and two men doing exactly the same operation, we think that equal pay will solve that problem.

I am just talking off the record now because of the fact that the things we have followed that we have found in trying to use women haven't been set out in any forms or conditions that you must do that or this, or anything like that; we have found that these are the things that work. Don't make a special problem of women. In other words, when you started taking women the supervisor didn't know whether to put cretonne curtains on the windows. We found women didn't want to be treated like women; they wanted to be treated like workers, so everybody was a worker; it might be Sue or Jim; not a woman and a man; all treated alike.

Next, and this is the thing I may be sticking my neck out on, but we found the women reacted better to the male supervisor than they did to their own sex as supervisors, because they felt the men don't bring in petty things from the outside and use it in their working arrangement. In other words, we found things like a woman supervisor seeing one of her girls with a new hat and she will resent it and take it out on her in her work . There are all sorts of little things, but they

may be useful, because in over 18 months we have found these certain things; if we do certain things we have results; if we don't do certain things we don't have results. It might not be sound but at least it has helped.

Miss Anderson. I think you are perfectly right, Major Wilson, because it is the little thing that always counts in every-day life and if we can get over the little things we can always do the bigger things.

Miss Carr. Speaking of women supervisors, I really would like to make this suggestion, because I have been out in a factory for the last two weeks and I heard that almost everywhere the women didn't like women supervisors. I don't blame them; I think it is lots nicer to have a man supervisor, if the job is a manpower job. If we are going to so easily arrive at the conclusion that you can't have women supervisors you are losing a good opportunity for the better job with better pay for women. I have found in many places where they said they didn't like women supervisors; that they made no effort to train the supervisors. A great deal of expert time had been used in training the workers and then they just put any woman in as supervisor.

I would like to leave the thought that it is also possible to get women supervisors trained on a level beyond that of whether the worker has a hat or not. While I am on my feet I want to ask a question that may date me very much. I was just a little shocked as I went around because of the old picture I had. I saw women on the paint spray. I was always told paint is different than it used to be; it is safe now. I would like to know what is in that paint that is different than other

paint, and is it literally true that it isn't quite the same?

Then I have one more point that is a result of my tour in factories in the last two weeks. I have seen plants that had been almost to the point of putting cretonne up in the old days, where women were employed and still are maintaining that for those operations where they have always had women, good chairs with a back rest, good foot rests, all of the comforts, but in that very plant on another floor now taking on women where they never had women before they seem to forget all about the chairs and foot rests. I do accept the statement that women want to be treated as workers and not as women, but I have seen many jobs downstairs where women used to work that have better seating, and upstairs where for the first time they employ women they stand, just because the men have never had seats. I think that is an item that should be really considered.

Miss Erickson. They are having great difficulty getting chairs in some plants because of priorities, and some of the wooden chairs have not been very satisfactory, where they have gone to pieces.

Miss Carr. I would be more impressed with the argument if they couldn't get chairs, if I hadn't seen the chairs.

Miss Anderson. I think the answer to the lack of chairs is rest periods, if it is impossible to get chairs and possibly to get time to sit down on them; then it seems to me there should be rest periods. I am sure the production would not suffer; I know the production would increase if we had proper rest periods in the morning and afternoon, and also at least half an hour for lunch. I have always noticed that you cannot work in the afternoon if you can't sit down and relax for a few minutes at lunch time and eat your lunch.

Captain Sullivan. I don't like to hear that statement two recent speakers made about the incompetency of women supervisors without challenge, and there are a good many women here. I think that should be taken up and discussed. I had something in mind I would like to say later but I think the women should defend themselves.

Miss Anderson. I think after all it isn't so much man or woman as supervisors; it is the person; it is whether or not they are equipped and have knowledge and know the operations and know human action, whether they can be supervisors or not. I am sure that we will find misfits among the men as well as among the women. I think there is not enough careful choosing of the supervisors in order that they will make good. I think somebody in the factory says, "We are going to put in a woman supervisor." Then they pick out somebody, very often from the outside that doesn't know the factory, doesn't know the operations in the factory.

I claim you have to know the operation in order to be a supervisor; whatever else you know, that you should know that, and for that reason I think it is the wrong person that is chosen to be the supervisor. We have many women that have made good supervisors, very fine, and we have also had very bad supervisors among men. Having worked in a factory for a good many years I know what they are. It depends upon whether it is the right person, man or woman.

Mr. Connolly. First of all, I think we are probably missing the ball here a little bit in so far as this 3 million women coming into industry is concerned, during the next year. That is a pretty large group of women. Of course, as Mrs. Ackroyd pointed out to you, our

women in Rhode Island are very extraordinary, but the thing that concerns me most is that if we are going to bring these 3 million women into industry we must be certain that we are not going to drive 3 million who are now there out of industry. I made that statement a year ago at a conference here of the different commissioners of labor and I am still very much concerned about it, especially when I pick up the paper this morning and find out that the State of Connecticut has just thrown its 58-hour work week for women out the window and is preparing to work them as long as an employer wants to work them, and around the clock as long as he sees fit to use them.

I don't think employers should be given that right because a great many times we find employers who first hoist the profit flag and then hoist the American flag, and we have them in Rhode Island, and I have had some trouble with them. Thank God, it has been straightened out to a great extent, but I certainly would hate to put the laws of the State into their hands for operation. Let me give you an example of what I am trying to bring out here. I will give you a specific example of what happened to me within the past months. First of all, I declared freezing in Rhode Island illegal and therefore I had no fight in this particular case.

But the U.S. Department of Labor just walked into the State of Rhode Island and took two thirds of my inspectors from the Women and Children Division. They didn't say anything to the Commissioner of Labor about it. Of course I found myself ruling against myself and for that reason just had to keep quiet. Four of the inspectors were excellent people; one of them was a married woman who had certain problems. The pay, I might say,

was just double what we pay in the State - at least their overall pay. One girl went down there for three days and then called me and said, "I would like to come back; I find that the hours I must work as an inspector for Wage-Hour will not fit into my home life picture; I have my children to take care of, and the job with the State is so regulated that I can still work for the State. If I can't go back I have to quit this job and go back and take care of my family."

In that specific example I don't have to tell you that I was very glad to bring her back; and I, also, didn't ask the U.S. Department of Labor if I could.

In Rhode Island we have many, many textile mills and during the depression when the men were on WPA or out of work entirely their women went into the textile mills to work one day a week or two days, or whatever, to help support the family. As things got good the men went back into their own old jobs, but the women still continued. The textile plants moved into the 40-hour week and the women could regulate their home life to that 40-hour week. Now if we are going to say we are going to work them 50 hours, 60 hours, it is impossible for those women to do that particular thing.

Most fortunately for us in this country we are not in the same condition as our brother from England, who has had the blitz. In England they have seen the war right on their front doorstep, yes in their parlors and living rooms and bedrooms. Our women here haven't seen that and we may hammer on the table and say our women and men are patriotic. They are to a certain extent, but they have not yet given up those lux-

uries; they still can't bring themselves to the fact that they must give their all unstintingly to the war effort, no matter how much we talk to them. It may take a blitz to bring some of them into line, and just as quick as things become uncomfortable for them in the different plants, they are going to run to cover. That is the thing we have to prevent, because these people we have now are skilled people and I agree with Major Wilson on these small things. He makes a certain example about something that causes a little laughter but I have never seen a major strike yet that didn't start with the pinpoint, with the snowball rolling down the hill. It is always the beginning of the bomb. When it explodes there are many other things with it, but they have been built up by the small things.

That is a very important point because dissatisfaction of the worker will make them run to cover, will make them go home. We have this condition in Rhode Island, and this is one of the things that causes absenteeism. We have people there, men especially, who are working 12 and 14 hours a day and making big money. They have no time to spend this money. We have tried to educate them to put into bonds and do this or that with it, and they are doing quite a job in so far as that is concerned, but they still wake up in the morning and find their pocket full of money and they are on their way to work and along comes a good day and they figure, well, they will never miss me today, and they take that time off perhaps to take their family here or there, or to the movies, or to some form of entertainment - maybe go out and get drunk; I don't know. They have that money and it gives them a sort of independence.

There is another problem there. The wife perhaps is working, too, and they don't know what to do with the money; the least little thing that happens at home the husband will say, "Why don't you come home and stay with your family and take care of your family?" But if conditions are all right in the plant the wife is going to fight back and say, "No, I am doing my bit and I am going to continue to do it." Let that happen at home and then have something break at the plant that is undesirable, or not at all to her liking, and she will say, "Well, I guess I will go home and take care of my family." What can we do about it? Absolutely nothing. So we must remember that the conditions in the plant under which these women are working must be as fine as we can make them.

We must be continually giving consideration to the fact that if this is going to be a long, drawn-out war which we are led to believe, we must protect those women to keep them on the job and producing to the end of this war. I think the three Army men who spoke spoke very well. I think they should drive that home to management; that is management's end; we can't do too much about that, as commissioners of labor.

In New England we come from an old pioneer group. You people who live west of New England received the benefit of our progressive start. The old pioneers who moved out to make homes for you people, left us who grew up rather hardheaded, always very slow to move into anything progressive. You people out there, as I say, have the benefit of the progressive stock who moved out. We have employers in New England that still will move into nothing without being shown. We can't show them some of these things; they must develop some of the pioneering stock

of the fellows that left and went west, but we have to use pressure to make them see this and to make them move into it. Just to throw your cards on the table or to get a contract of some kind, making balloon cloth or what not, and throw it at a fellow and say, "You are in business for yourself, now produce," isn't enough. Things have to be regulated; rules and regulations must be made, at least from our experience in Rhode Island we found this to be true.

We find employers continually asking for extension of hours. I granted an extension about two weeks ago and then one of the officers of the First Army Command in Boston, or First Service Command I guess you call it, called me and said, "I think you made a mistake; I don't think you should have granted an extension to that company." I said, "Well, if that is true I will withdraw it, but perhaps I haven't the information that you have." I didn't have that information. It so happened it was a dangerous process that this plant was going through, and in other parts of the country where women were working in this particular kind of plant they started to show spots in their lungs.

Before I granted that extension I had sent one of our health inspectors over there with Mrs. Ackroyd, who is the Chief of the Women's and Children's Division, and it was reported to us that there was no health hazard there, and we granted that permit. Then when the First Army Command came in we revoked the permit. We only granted it for 30 days. We don't grant permits for any more than 30 days, but if the bottleneck is still there and the trouble is still there, there is no trouble in getting an extension of the permit. But they must show us

that they are attempting to train people, attempting to do something to help the problem other than just getting an extension of law, and we don't do this because we want to be dictatorial. We do this because we want to keep production in Rhode Island up to the highest, and w e believe if we keep up to the highest maximum we are doing our job.

I hope that the conference will give some consideration to this particular point, Madam Chairman, because I think it is the most important thing we are here for.

Miss Anderson. I might say this afternoon we hope to have a full discussion of that subject and I think with you that it is one of the most important subjects for this conference. I feel this subject this afternoon is so vital that it ought to be discussed very thoroughly.

Mr. Pohlhaus. I also happen to come from one of the 13 original States, the home of the Starspangled Banner. As a labor commissioner I haven't been able to figure out this morning how I fit into this picture. The U.S. Employment Service places these people and as I am sitting here it is going through my mind that probably there should be a closer connection between the Army officials and the Navy officials and the U.S. Employment Service.

Probably they ought to learn all these things that a woman can do and how to place them and then when we come to this abbitrary man who won't employ them, say to him, "You get women or nothing." I mean we can get to that point if we really drive this bargain and want to make progress and do the job we are supposed to do. This afternoon on labor enforcement I will fit into that picture. If anyone here can tell me how I can assist in placing these women in getting into some branch that

as I see it I have no authority by law to do, I would be very happy to do it, but I do believe the U.S. Employment Service is the one that ought to take on this job and pay more attention to it, if they are not paying enough now.

Miss Anderson. The U.S. Employment Service is the placement agency of course, only that there is a great deal of placement being done from the doorsteps of the factories, but they have no right under their law to see what the conditions of employment are going to be. That is the province of the commissioners of labor of the States and also belongs here in the Department of Labor of the United States, so there is a clear division of authority there.

Miss Stitt. I might say, Mr. Pohlhaus, in answer to that question, we quite realize your job is the enforcement of these laws that apply to women. However we find that the State departments, just as the Federal department, are constantly being asked in some States, What are the jobs that women can do? And their advice is being asked and we thought it was well to begin this conference with the discussion of what women can do appropriately, and we find they can do almost everything. As I listened to the discussion this morning there is very little they can't do. Then we go from there to the conditions under which these women who are going to be all-important will work. I am beginning to get a great sense of superiority because I am a woman just in the last few months and weeks because it seems that women are going to be required to do so many jobs they never did before.

If that is the case, this afternoon we will discuss what are the

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If that is the case, this afternoon we will discuss what are the

standards under which they should do them. Tomorrow morning the whole question of health and safety will be discussed. Tomorrow afternoon the whole question of absenteeism and the relationship between the woman on her job and in her community. That is the way we have tried to round out the program, and that explains the discussion this morning.

May I say that we are very, very hopeful that all of the representatives from the Army and Navy who were here this morning, and others, will come this afternoon, because I believe our State people are especially eager to discuss with them the standards which the State people are obliged to maintain, and that you people probably will want to discuss with them.

(Adjournment at 12:30 until 2:00 p.m.)

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington

March 1943

HOUR LAWS FOR WOMEN IN MANUFACTURING IN 13 STATES AND THE DISTRICT OF COLUMBIA REPRESENTED AT THE CONFERENCE

State	Weekly hours	Daily hours	Day of rest	Night work	Lunch period
Connecticut	48	9	Yes	10 p.m. to 6 a.m.	No
Delaware	55	10	Yes	10 p.m. to 6 a.m.	½
District of Columbia	48	8	Yes	No 1/	3/4
Maine	54	9	No	No	1
Maryland	60	10	No	No	½
Massachusetts	48	9	Yes	10 p.m. to 6 a.m. 2/	3/4
Michigan	54	9	No	No 1/	No
New Hampshire	48	10	Yes	No	No
New Jersey	54	10	Yes	12 midnight to 7 a.m. 1/	½
New York	48	8	Yes	10 p.m. to 6 a.m. 3/	1
Ohio	45	8	Yes	No 4/	½
Pennsylvania	44	8	Yes	12 midnight to 6 a.m. 3/	½
Rhode Island	48	9	No	No	No
Vermont	50	9	No	No	No

1/ Girls under 18 years:
D. C. - 7 p.m. to 7 a.m.
Michigan - 6 p.m. to 6 a.m.
New Jersey - 10 p.m. to 6 a.m. (also boys 16 to 18).
2/ Girls 16 to 21 years (textiles) - 6 p.m. to 6 a.m.
3/ Girls 16 to 21 years - 9 p.m. to 6 a.m.
4/ Girls 18 to 21 years - 10 p.m. to 6 a.m.

(WO-43-228)

Washington, D.C.
December 31, 1942

To State Labor Commissioners

The War, Navy and Labor Departments, the War Production Board, War Manpower Commission, Maritime Commission and the Office of Defense Transportation are being asked by State labor commissioners and others whether the war production and transportation programs require further amendment of State labor legislation. The legislatures of 44 States will meet in regular session in 1943 and will probably consider legislation which will speed the war effort.

The Federal departments concerned have reviewed the action taken by State labor departments during 1942 following the joint statement of policy on State laws issued in January by the War, Navy and Labor Departments. This statement recommended that State laws and regulations embracing the following basic principles should be preserved except where modification may be necessary during the war period to insure maximum production:

1. A maximum 48-hour week
2. An 8-hour day
3. One day of rest in seven
4. Adequate rest and meal periods
5. Adaptation of hours of work and working conditions to the age and sex of the worker, except that there must be no relaxation or modification of standards governing the employment of minors under 16
6. Proper safeguards for health and safety
7. The same wage rates for women as for men.

Reports from the field show that State labor standards have not interfered with war production. Temporary modification of certain labor standards has been permitted under proper safeguards, and at the same time maximum long-time production has been aided by preserving laws regulating hours of work and establishing safe working conditions. In some States it has been necessary to enact legislation authorizing such action for the war period; in other States temporary modification has been authorized under existing laws or under the emergency powers of the Governor.

This operating experience demonstrates that there is no need for blanket suspension or lowering of the labor standards as stated above in any State. We wish to commend the State labor commissioners for their assistance and good offices in meeting emergency situations, and to assure them of our full support in the maintenance of the basic labor standards which have been built up by their several States over the years. The continuance of the agreed program of 1942 is recommended.

WAR DEPARTMENT
James P. Mitchell, Director
Civilian Personnel Division
Headquarters, Services of Supply

NAVY DEPARTMENT
Ralph A. Bard, Assistant Secretary

LABOR DEPARTMENT
Frances Perkins, Secretary

WAR PRODUCTION BOARD
Donald M. Nelson, Chairman

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U. S. Department of Labor
Women's Bureau
Washington

BILLS RELATING TO EMPLOYMENT OF WOMEN IN LEGISLATURES OF 13 STATES AND THE DISTRICT OF COLUMBIA REPRESENTED AT CONFERENCE ON WOMEN IN WAR INDUSTRIES

March 11, 1943

I. Bills that would lower existing labor standards

1. Hours

a. District of Columbia

H. R. 777 - Randolph. To Committee on the District of Columbia. Hearing March 5, 1943. Authorizes the Minimum Wage and Industrial Safety Board of D. C. during the present war and 6 months thereafter to issue temporary permits to employ women more than 8 hours a day, 6 days or 48 hours a week, upon showing that such employment is essential to war effort.

b. Maine

H. 553 - Pierce. To Labor.
Authorizes Commissioner to permit females over 16 to work not to exceed 10 hours a day in case of emergency. Eliminates present provision permitting employment for more than 9 hours a day in order that 1 day a week may be shorter than 9.

H. 797 - Jordon. To Labor.
Women may be employed for 10 hours a day if the purpose is to shorten the hours of employment for 1 day of the week or to meet an emergency created by the war. Weekly hours shall not exceed 54. The present law provides for a 9-hour day, 54-hour week, and permits overtime on 1 day a week in order that 1 day may be shorter, providing the weekly hours do not exceed 54.

c. Massachusetts

H. 667 - Dennett. To Labor and Industries. Hearing February 23,1943. Amends for the duration of the war the present 48-hour-week law for women to permit the employment of any woman working on war materials, with her consent, for 52 hours a week.

d. New Hampshire

H. 68 - Perkins. To Labor. Passed House February 2, 1943; passed Senate February 17, 1943. Approved February 24, 1943.
Exempts canning perishable vegetables and fruits from the law limiting hours of employment of women to 10¼ a day and 54 a week.

e. Ohio

S. 126 - Ross. To Labor and Commerce.
H. 197 - Tarr. To Labor and Commerce.
The bill removes all limitation on the hours of work for women in war industries, and extends the hours for other occupations from 8 a day and 48 a week to 10 a day and 54 a week.

Boys of 16, instead of 18 as at present, may be employed unlimited hours and at any time of the day or night. Girls of 16 and over may be employed 10 hours a day, 54 hours a week, and at any hour of day or night. At present girls between 16 and 18 cannot be employed after 6 p. m.; those between 18 and 21, after 10 p. m.

The provisions of the bill would remain in operation until such date as the Governor shall by proclamation determine to be the end of the emergency created by the war.

H. 311 - Pierce. To Labor.
Removes hour limitations for persons over 16 years of age employed in canneries or establishments engaged in preparing for use perishable foods during harvest season.

f. Rhode Island

H. 564. Passed House January 14, 1943.
Authorizes the Governor to proclaim a state of war emergency and to grant permits for the continuance of work which is necessary for prosecution of the war or essential to adequate civilian service.

2. Day of rest

a. Connecticut

H. 679 - Marsh. To Labor. Hearing February 11, 1943.
Amends provision requiring 1 day of rest in 7, to allow employment of workers for a 7-day week for a period not to exceed 4 consecutive weeks, providing each worker is given a holiday with pay for the number of Sundays worked. At present workers may be employed 7 days a week in emergencies.

3. Night work

a. Delaware

S. 73 - Mullin. To Labor. Passed Senate February 17, 1943.
Prohibits the employment of females after 11 p. m. instead of after 10 p. m. as at present. Retains the present prohibition against employment before 6 a. m.

b. New York

A. 292 - Emma. To Labor and Industries.
Repeals the prohibition against the employment of females in restaurants between 12 midnight and 6 a. m.

S. 305 - Anderson. To Labor and Industries.
Provides that until July 1, 1944, females over 16 may be employed until 2 a. m. instead of 12 midnight in most restaurant occupations.

4. Conditions of work

a. Ohio
H. 197 - Tarr. To Labor and Commerce.
S. 126 - Ross. To Labor and Commerce.
Supends for duration of the emergency toilet, rest-room, and seating requirements for women workers.

II. Bills that would raise existing labor standards

1. Hours

a. Connecticut
S. 476 - Scott. To Labor.
Reduces daily hours from 9 to 8, but permits employment for 10 hours a day for 3 days a week instead of for 1 day (present law) in order to shorten the remaining working days of the week.

Total weekly hours shall be 48. The present law permits 52 hours for restaurants, barber shops, beauty shops, and photograph galleries.

Provides as does the present law that females and male minors under 18 shall not be employed between 10 p. m. and 6 a. m.

Limits to 10 a day and 54 a week the hours for which the Commissioner may permit employment in an emergency and the period for which women and minors may be employed for the longer hours to 12 weeks, except during the present war or the continuance of labor shortage and until June 1944, when the 12-week period may be extended.

b. New York
A.292 - Emma. To Labor and Industries.
Extends the application of the 8-hour-day, 48-hour and 6-day-week law for women in hotels and restaurants to all (men and women) employees.

2. Night work

a. Michigan
H. 27 - Stockfish. To Labor.
Prohibits employment of females 18 years of age or over in manufacturing establishments between 12 midnight and 7 a. m. Present night-work law applies only to girls under 18, who may not be employed between 6 p. m. and 6 a. m.

b. New York
A. 291 - Emma. To Labor and Industries.
Prohibits employment of women in hotels and restaurants, except in specific occupations, between 10 p. m. and 6 a. m. Present law applies only to girls under 21.

S. 428 - Crawford. To Labor and Industries.
A. 746 - Crews. To Labor and Industries.
Extends coverage of 1-day-rest-in-7 law to specified employees now exempt.

3. Meal period

a. Rhode Island
S. 46 - Sgambato. To Labor.
Provides for 30-minute meal period for women and children, except when work ends after not more than 6½ hours and not later than 1 p. m. or except when work ends after 7½ hours, and not later than 2 p. m., if sufficient opportunity is given for eating a lunch during employment. No law requiring lunch period at present.

4. Home work

a. New York
A. 1088 - Fogarty. To Labor and Industries.
Amends definition of term "house" in homo-work law. At present "house" is defined as any building in which one or more persons regularly sleep. Bill A 1088 adds, "including outbuildings upon premises which include such buildings."

III. Bills that would retain present standards

1. Hours

a. Connecticut
H. 292 - Marsh. To Labor.
Would extend to the close of the 1945 session of the General Assembly the power of the Governor to grant variations from the 9-hour-day, 48-hour-week law for women. The Governor's power to grant variations for a period in excess of 8 weeks expires in 1943.

2. Night work

a. Connecticut
S. 476 - Scott. To Labor. (Hour Bill)
Retains the present prohibition against employment of females and male minors under 18 between 10 p. m. and 6 a. m.

H. 680 - Hookbarth. To Labor. (Wage and Hour Bill)
Prohibits employment of women and minors 16 to 18 between 10 p. m. and 6 a. m.

IV. Effect of bill unknown

1. Hours

a. Connecticut
H. R. 49 - Mc Cormack. To Labor.
Concerning a conference for the establishment of a standard maximum hour workday.

b. Delaware
H. 289 - Phillips. February 5, 1943.
Amends chapter 90 by changing the hours of employment of female labor. (Title only.)

Recommendation on Hours of Work for Maximum Production

By a Committee Representing

War Department
Navy Department
Maritime Commission
Public Health Service
War Manpower Commission
War Production Board
Commerce Department
Labor Department

Introduction

In view of the wide discrepancy in labor policy on hours of work among establishments—both private and governmental—working on war production, and in order to secure observance of those standards which experience shows are best for sustained maximum output, the following statement of policy is issued as a guide to Government establishments, to field representatives of procurement agencies, and to contractors working on war production.

Nothing herein contained in any way diminishes the urgency of securing round-the-clock, 7-day-week operation of plants and tools. The primary reason for this statement of policy is to secure increased production by calling attention to certain practices that have been found to increase the efficiency of the human factor in production.

1. *Weekly day of rest.*

One scheduled day of rest for the individual, approximately every 7 days, should be a universal and invariable rule. The 7-day workweek for individuals is injurious to health, to production, and to morale. It slows down production because of the cumulative effects of fatigue, when not broken by a period of rest and relaxation, and it leads to increased absenteeism. Only in extreme emergencies and for a limited period of time should workers or supervisors forego the weekly day of rest.

2. *Meal periods.*

A 30-minute meal period in mid-shift is desirable for men and women from the standpoint of the worker's health and from the standpoint of productivity. In occupations that involve contact with poisonous substances workers must have time to wash before eating, as an elementary health precaution.

3. *Daily and weekly hours.*

Daily and weekly hours of employees in war production plants should be reexamined to assure those schedules which will maintain maximum output over a long war period. Hours now worked in some plants are in excess of those which can be sustained without impairing the health and efficiency of workers and reducing the flow of production.

When daily and weekly hours are too long, the rate of production tends after a period to decrease, and the extra hours add little or no additional output; the quality of work may deteriorate during the whole period of work, not only during the hours of overtime; absenteeism rises sharply; the loss of time due to accidents and illnesses tends to increase. Effects upon the health and morale of the worker may be slow in appearing but are cumulative in nature. Irregular attendance disrupts the flow of production because certain operations call for a balance of trained forces. In order to conserve irreplaceable skilled and supervisory manpower, uneconomical schedules should be revised.

When plants drawing on the same labor market compete for labor through the device of offering heavy overtime payment, the resulting unrest and turn-over interfere with war production. In order to stop this type of labor pirating there should be uniformity in the hours-schedules of plants in the same industrial area.

While a 40-hour week is generally accepted in peacetime there is a widespread and increasing agreement as a result of actual experience, both in this country and abroad, that for wartime production the 8-hour day and 48-hour week approximate the best working schedule for sustained efficiency in most industrial operations. While hours in excess of 48 per week have proved necessary in some instances due to a limited supply of supervisory and skilled manpower, there has been some tendency to continue longer schedules after sufficient opportunity has been afforded to train additional key employees.

Plants which are now employing individual workers longer than 48 hours a week should carefully analyze their present situation with respect to output and time lost because of absenteeism, accident, illness, and fatigue. They should reexamine the possibilities of training additional workers now, in order to lessen the need for excessive overtime during the long pull ahead. As rapidly as is feasible these plants should introduce the hours-schedules that will maintain the best possible rate of production for the duration.

4. *Vacations.*

The policy of providing opportunity for restoration of energy of employees by a vaca-

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tion period away from the job is demonstrated to be conducive to sustained production and is even more sound under emergency conditions of industry today than in peacetime. Experience demonstrates that by providing regular opportunities for men to have a limited period of time away from the job makes it easier to control sporadic absenteeism.

Industry in planning vacation programs must exert the utmost ingenuity to obtain the benefits without paying an overbalancing cost in productive hours lost.

Vacations should be staggered and spread over the longest possible period. Vacations should not be permitted to excuse any shut-down of any department of any war production plant except where such shut-down would not curtail production.

Signed by:

WAR DEPARTMENT
Robert P. Patterson, *Under Secretary*

NAVY DEPARTMENT
Ralph Bard, *Assistant Secretary*

MARITIME COMMISSION
Rear Admiral Emory S. Land, U. S. N. (Retired), *Chairman*

WAR MANPOWER COMMISSION
Paul V. McNutt, *Chairman*

WAR PRODUCTION BOARD
Donald M. Nelson, *Chairman*

COMMERCE DEPARTMENT
Wayne Chatfield Taylor, *Under Secretary*

PUBLIC HEALTH SERVICE
Dr. Warren F. Draper, *Acting Surgeon-General*

LABOR DEPARTMENT
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OFFICE OF WAR INFORMATION

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THURSDAY AFTERNOON SESSION

2:20 o'clock

Miss Anderson. I am again sorry that the Secretary can't be here this afternoon; she is still concerned with the Congress. In opening this meeting this afternoon I want to call attention to the history of the hour laws in the States. When we went into the war there was a meeting between the labor commissioners of the States, the War and Navy and the Maritime Commission, I believe, and other organizations, WPB, of the Government, and we passed certain resolutions at that time which everybody signed, and one was that the maximum 48-hour week and 8-hour day, one-day-of-rest-in-7, adequate rest and meal periods and so on - you all have these documents here. (Recommendation on Hours of Work for Maximum Production)

Then it met again a little later on and reiterated our stand on these questions, feeling that the 48-hour week and the 8-hour day were the most productive that anybody was working, but also knowing that there would be some requests for exemptions and some that really had to be granted along the line when an employer had a very strategic job to do and couldn't get it out in the prescribed time, so that in passing this there was also understood and voted on that States themselves would grant exemptions to the law whenever on their investigation it was necessary to do so. I think that has worked pretty well throughout the States and the States, of course, have been very diligent in doing their job and still have been able to help both the War Department and the Navy and the employer to get out the work as fast as possible when it was necessary to do so, knowing that longer hours over a long time would not be productive, as productive as the shorter

hours would be, so that we put in there that 48 hours a week was the time that would be the most productive over a long period of time. That, of course, has been proven, I think, throughout the world. The English have proven that over and over again, that shorter hours have been more productive, although they had to go into the longer hours at times, and we have proven it here, that you can't keep on that spurt for a longer time.

I always think of it like a person who is racing; he starts slowly and works up to the pitch. If he started with the pitch he wouldn't last until it was over. So it is with work and with all kinds of other effort. This afternoon we are to discuss this subject and I am going to call on Mr. Connolly from Rhode Island to discuss how this program has worked so far.

Mr. Connolly. Madam Chairlady, I closed this morning's session with about the same thing. However, I have attended every one of these conferences where these standards were recommended. In Rhode Island we have been very much interested in it. We have tried out several schemes with several manufacturing concerns; had doctors and specialists in this field watch this particular thing and make periodcal reports to our department of labor. In fact our Dr. John Donnelly there, who is one of the leading neurologists in that part of the country, made the statement to me at one time that during the past six months - and this was the six months just after Pearl Harbor - that his patients had increased some 100 percent, and at least 75 percent of those patients needed nothing more nor less than to go home and go to bed and have a good night's sleep.

Yet it is very difficult to say this to a person because they really believe there is something wrong with them and they are mostly sick in their minds, but it is brought about by this fatigue. We have one plant in Rhode Island where this experiment was tried out, the Federal Products Corporation. They came to me early in this program because the Army and Navy were making certain demands upon them to increase and increase production. They said they were going to establish a 56-hour week and wanted certain concessions whereby they could put that in. At that time they had all men working in the plant and we had no jurisdiction over men in so far as the 48-hour week was concerned. I told them at that time I didn't think it was wise to do that, but they said they had no choice, and went ahead and did it.

At the end of four months they came to me and said, "For two months our production went ahead at leaps and bounds, but at the end of this month we are now below the per hour production that we were at under the 40-hour week, and so we have established a new proposition." Now they have women in their plant. They said, "We are trying to set up a 39-hour week with nothing over six hours in any one day." They asked for permission to put it into effect and I granted it. At the end of six months they came back and said their production had increased 50 percent per man per hour under that 6-hour day. They said it had almost eliminated absenteeism because a man who would start work at 7 o'clock in the morning was out at 1 o'clock in the afternoon; in fact he didn't work the full six hours; they allowed 20 minutes on each end to change shifts, so that brought it down even below the 6-hour day. That firm is still operating on that schedule and has increased its production month after

month along that line.

It is very easy to check my statement on that particular plant because I have given you the name of it. In Rhode Island we have a legislature who is very much interested in these laws and while I as director of labor may say I favor a 60-hour week, when I go back to my home State I am told to sit in a corner. Last year there were several bills put into our legislature granting the director of labor the right to extend the hours of labor. The director of labor in Rhode Island right now has not that right. Instead of passing any of that legislation the legislature in Rhode Island passed a resolution commending the Governor and the director of labor for refusing to grant any extensions on the labor laws.

That in itself was a mandate. It was done very nicely; it was done as a gentleman would do it, but they told me that I was not to take the rights of the legislature away from them in extending any of these laws. This year not one law has been introduced, and next week is the last day to introduce legislation in Rhode Island. Not one law has been introduced that will grant the director of labor or the Governor the right to extend these laws. We have been granting extensions, wherever bottlenecks have appeared and wherever problems have come up. Immediately following Pearl Harbor there was a wave of feeling that all our laws should be junked and thrown out the window, and there was confusion and unrest and everybody was up in the air.

At that time, as I said before, I had no right to grant extensions and when a request would be made I would send an inspector to these plants

to find out whether or not they had a real problem and should be granted an extension. I found such things as this. One plant had 42 looms. They were making very critical material for the Army on five of those looms; 37 were making civilian goods. I said to the management of that plant, "If this is so critical why don't you put all of your looms on it and you won't need an extension and give the Army the stuff it needs." The answer was nothing doing. "I was in business in the last war and went all out for the war and after the war I lost all my civilian help. This year I am taking care of that civilian trade. This year unless I can get the extension the army can't get the goods."

I reported that here and that plant now is working 42 looms on army goods. However, on almost every extension that was asked at that time that same condition existed, until finally I had to take the position that unless a plant was 50 percent or better on army or navy work I wouldn't even give them consideration, and at that time I was brought in here because I was so tough to get along with. All of these things have a bearing on this 48-hour week and all of these things the legislators know and see. Rhode Island is a small State in acreage, but the most densely populated of any State in the Union and these things get around from mouth to mouth and almost everybody in the State knows of the conditions in this plant or that plant, because they are so close together.

We have found continually there that there is no reason to extend any of these laws; that keeping production up to maximum depends upon living up to the standards that were laid down at that time. We have granted perhaps 10 exceptions to the law within the past three months for 30-day periods. Of the 10 granted I think 5 did not put the extension into effect.

Why they requested them I don't know. Why they didn't put them into effect I don't know, but it seems as though they were just asking to find out if they could.

We have had some plants come in and tell us a story. For instance, one plant called me as the director and told me a story and asked for permission to do a certain thing that I refused. That same plant the next day called the deputy director and gave the deputy director an entirely different story, and was granted the permission. Now the Deputy Director in my State works under the director but has the powers of the director when the director isn't there, and it so happened I had gone out of town. At the end of the 30 days the people came in and asked for another exemption or to continue that exemption and I asked more questions. They gave me exactly the same story they gave me the first time, and I turned it down.

They did exactly the same thing, called the deputy director, but I happened to be in town that time and it wasn't granted. The firm asking for this particular exemption was not 50 percent on the war program as are many plants in Rhode Island today, and so I don't think we have any problem here in so far as the standards here are concerned because we are handling the situation. Wherever it is proven that it is going to benefit the war effort we are granting the exemptions or exceptions from this particular law, and we take this position. Our law says that only work of necessity can be performed beyond this point, and we say this is work of necessity and we believe we are covering the law in so far as that goes. If we are not we believe we have a real good story to tell the legislators. They are not going to find too much fault,

but they will not permit any wholesale violations because of the data they have received of this tremendous amount of documents that have come from studies of this particular case from Britain, from Russia, from our own America in the first war, and from America now in its second war reports are beginning to come in.

So I hope this conference will go on record as reendorsing these particular standards, because I believe if we are going to keep production up to the highest possible maximum the only way we can do it is by setting standards such as these and living up to them.

Miss Anderson. Thank you. Mr. Strain?

Mr. Strain. I don't think our problem has changed any since our last conference here, as far as standards are concerned. My impression was that this morning's session was for us to determine just what types of mill and plant work women should be permitted to work in. In Ohio we have a prohibitory section of the Code which eliminates women from a great many industries, and labor has agreed that a great many of these prohibitions should be eliminated for the period of the emergency. Personally I believe that women, based upon fitness and adaptability, can work at anything, but there is a danger that in our enthusiasm to place females in industry that we are going to be confronted with the problem in the future that we are not going to be able to solve with any degree of satisfaction.

I am speaking of the post-war period. Women are going into industry, doing a good job; have taken their place alongside of the men and have become members of organized labor, and they are working under conditions

of employment contained in their contracts. One of these conditions is seniority rights. Nothing has been said about seniority rights. We are confronted immediately in Ohio with this problem. It is all right for the women to work on the day shift, it is all right for them to work on the night shift, and ofttimes we have granted permission to go beyond 10 p.m. which would permit their employment up to the end of the shift, say 11 or 11:30 or 12 o'clock, but then when it comes to the changing of shifts those employees who have seniority rights do not want to nor will they work on the hoot-owl shift, nor will they agree to be transferred. In other words, changing the shifts around.

That is a problem that we cannot solve here; the State labor commissioners can't solve it; there is only one way to solve it and that is by the parties of the contract coming together to a mutual agreement. There have been things said about slow-downs. It is very obvious that slow-downs may be caused by, we will say, collective discontent, but more often you will find your slow-downs to be a result of fatigue, the result of long hours. When you are working 7 days a week long hours, your enthusiasm will carry you along three, four or five weeks, and then it becomes a drudgery, something they hate to come to, so after a few weeks of that they want a little time off and there are those employees, a small percent possibly, that will take the day off.

Then there is the other larger percent that remain home because they don't feel right, because their resistance is down, because they are tired and because they are ill. That is the outstanding cause of your slow-downs. It is not a concerted move; it is just an actual condition that happens throughout a plant where they have long hours. We have a great many

requests in Ohio for relaxation. The condition in Ohio is comparable to what brother Connolly said, with no authority whatever; just one practice dictated, you might say, by public policy and we have granted long hours in some spots. I might say that our long hours granted in Ohio have been actuated by an insistence form of procurement. Officers from the Navy, from the Army procurement division insisting that the management cannot get along, that it is necessary to grant long hours.

To be truthful with you, it has been rather amazing to me why it is that an Army personnel or Navy personnel can be assigned to a plant and determine the hours of that plant as far as employment is concerned much better than the management of the plant. I am led to believe that oft-times in enthusiasm to get the material out and to get early deliveries, the procurement officials petitioning long hours are actually influenced by a desire of someone in the plant. It is very hard to turn down a request for long hours and I am talking about 10 hours and 7 days a week, and 9½ hours 7 days a week, when we have agents of the military insisting and yet having no reason for it other than it must be done.

In favor of that argument I am willing to agree that sometimes there is a necessity, but I am not ready to agree that condition is there as it is actually presented to my office in each instance. To be fair with this, I will cite two companies who made mosquito bar, one in the north part of Ohio and one in the southern part. They both petitioned at the same time for unlimited hours for a period of two weeks and I was very skeptical; yet because of the insistence of the applicant and the plea they made I granted it for two weeks. At the end of two weeks there was no further use of the long hours, but several weeks later I read an article

in READER'S DIGEST explaining what was necessary to invade Africa, and it mentioned sand-fly bars and how it was collected and gotten to a certain spot in a certain time, so that is in favor of some of these petitions, but that does not hold true in every instance.

There has been some agitation in legislatures, and in Ohio it took the form of amending the female labor laws in a manner that will give free range we might say to the employers of Ohio. I think this comes about not exactly by the actual need that might exist in the factories but because now is the time to make changes that might be beneficial to those people who might desire the change. I really believe there should be a basic maximum hours law for the employment of females. I believe it should be 48 hours, but that will not meet emergencies that come up. They will come up and no hours limitation you might set up would meet the emergency because I have just explained at certain times that emergency demands a complete relaxation for a short and limited time. However, what we can do about that here I do not know.

I might say that some of these conditions are caused by what seem to me an unfair practice. I might cite one plant in central Ohio, approached by a procurement officer from a contract division and advised they had several thousand units to make which should be delivered at a certain date. The manager of the plant surveyed his plant and advised the procurement officer that he could only handle 25 percent of the required amount. He signed a contract for the 25 percent. It was only a few weeks later that they came in and said, "You will have to make more units than you contracted for," so that plant was out of bounds then and was not able

to produce with the employees it had, with the schedule of hours for the employees, so it was necessary to make application for relaxation which would require longer hours. This was done.

Another very serious thing that occurred by relaxing of hours, inconsistent and hot held to a maximum, is when you relax hours to one plant, like I might say in Miami County in Ohio, to permit long hours. This was done because of the insistence of the Navy. It was a large plant making electrical goods. They had no more than relaxed the hours for that plant and they had gone on a 10-hour basis than employees of other plants close by left their employment and secured employment within the plant that got the relaxation, thereby setting up a condition of labor piracy; it was, of course, because of the time and a half over the 40-hour limit. So those things occur and I don't know how you are going to stop them.

I do know that it is necessary to have some sort of relaxation for the war plants, but you cannot reduce these standards in a general manner because that will permit the people outside of plants where the need is certain to use employees long hours when they are not needed. I believe that that expresses my feeling about this matter, with this exception. This maybe I have already said; I do not believe that people interested in labor standards can afford to relax standards generally because of the expressed need caused by war production until such time as those advocates are willing to define definitely what is war production and its limits.

Miss Anderson. (See next page)

~~Excerpt from proceedings of Thursday Afternoon, March 11, 1943~~

Miss Anderson. I wonder if we could hear from Rear Admiral Fisher, how the Navy has gotten along with these standards.

Admiral Fisher. Madam Chairman, ladies and gentlemen, it is a privilege and an honor to address this assembly and I would like to begin by expressing our appreciation of the cooperation that the Navy Department feels and knows it has had from the State labor commissioners throughout the country, and their assistants. Sometime ago, early in 1942, we authorized our Naval representatives in the field - that is, the officers that we call the inspectors of naval material and supervisors of shipbuilding, inspectors of ordnance material, inspectors of aeronautic material, and so forth, to authenticate requests made by Naval contractors for relaxation of State labor laws in those instances where such relaxation appeared justified in the interest of the war effort.

We took particular pains, however, to instruct our representatives that they were to use extreme care in requests for such relaxation so that the practice would not be overdone. Not many such cases have come to the attention of the Office of the Assistant Secretary of the Navy. Prior to this meeting the various bureaus of the Navy Department were asked how frequently they had been called upon to accede to requests for modification of State labor law and a surprisingly small number of cases was reported. This fact and the experience of my office would indicate that these matters for the most part have been settled satisfactorily on the spot in the field, which is the place where I think most of them should be settled. It may be further concluded that to date the various State departments of labor must have looked with favor upon such requests and they have in most instances

granted certain waivers of State labor requirements, and at the Ninth National Conference on labor legislation at Indianapolis, November 17 and 18 last year, a statement was made on the part of the State commissioners of labor concerning the good cooperation of the war agencies with the State departments of labor, and I sincerely trust that this happy state of affairs will continue. The request most frequently waived, from the information at my disposal, is for permission to work women beyond the hours provided for in the various State laws. The need to work women on at least two shifts has been the cause for an abundance of such requests.

Requests for permission to work minors perhaps rank second in number. Sunday work in a majority of States has been held during the existing war period as necessary work and hence the restrictions prohibiting Sunday work have been practically universally modified or temporarily at least read out of the law. Another provision found in many State laws is the mandatory requirement for one-day's-rest-in-7. Most of the State labor commissioners have waived this provision providing proof was shown that no other work schedule would keep production at a necessary maximum. We have no intention of requesting or suggesting any blanket relaxation of specific State labor law. For one reason, because information is lacking now to us concerning a sufficient number of cases upon which to determine any definite, sensible, reasonable pattern, and in my opinion the best approach from now on is to continue our present methods and attain thereby sufficient flexibility so that that necessary - and I want to emphasize necessary - relaxation can be obtained in specific critical instances.

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As to women working at night, I agree that this is undesirable, but war is also undesirable and I have seen statements to the effect that the women of this country are perhaps fully as able to take care of themselves at night as are their brother workers of the male sex. The necessary increase in our armed forces we all recognize is causing more and more women to go into industry and to join the war production lines. We sincerely trust that the hours and conditions of work of women may be kept within reasonable bounds, but if the war should make it necessary - God forbid - I have sufficient respect for the patriotism and the physical stamina of the people of America to believe that the glorious stamina of the people of Russia can be matched by our women.

Miss Anderson. Thank you very much. We might say as far as the night work is concerned, it was generally understood by the commissioners, I think, of the States that the night work law would be waived and they did, and wherever there are three shifts working, women are working on the night shift the same as the men. It is the length of the week and the length of the day, the hours that were set up, 48 and 8 hours, with possible chance of relaxation.

Miss Stitt. May I ask Admiral Fisher a question first? Do I understand from what you said that the 48-hour standard with the 8-hour day has worked satisfactorily when exemptions have been issued by the State commissioners? Has that worked satisfactorily for the Navy?

Admiral Fisher. I did not make any such specific statement.

Miss Stitt. That is what I am wondering. The standards that have been set up with 8 and 48, if those standards had met your needs, if relaxation had been granted in specific cases where there were emergencies.

Admiral Fisher. That is a very difficult question for me to answer because I don't think there is any standard pattern of definite hours of work among the private contractors, nor in our own Navy yards, and among the private contractors that are working for the Navy. They vary all over the lot. Some of our contractors work less than 40 hours. Some of our contractors work a great deal more than that, and we measure generally speaking and endeavor to measure the necessity for work on the war requirements for production, and we hope we do it as wisely as possible in our opinion, and we realize fully that the final decisions are absolutely in the hands of a labor commissioner of a State and the government and legislature of a State. We feel we present our case as we see it and that we have no right to coerce or otherwise urge, except by the statement of fact of necessity, as we see it, and we are perfectly willing to abide by the decision of the States.

As to this 8-hour and 48-hour business, most of my work very naturally is concerned with the shipbuilding industry, not only our Navy yards but in our private ship yards, and women are being introduced at an increasing ly rapid rate in the shipbuilding, as we all know, but as yet the proportion is quite small, most of them being office workers, but they are coming in in increasing numbers in all sorts of mechanical help and laboring trades and occupations. Nobody as yet has subbeeded in getting an agreed-upon, satisfactory standard of 8-hour shifts versus 9-hour shifts, versus 10-hour shifts, if you will, or one day of rest in 7, or one day off every two weeks, but we are constantly endeavoring to attain the standards that were agreed to by the eight Government departments that the Chairman spoke of in her opening remarks.

We have by no means reached that point yet, in my opinion. I am afraid that is, as I started out by saying, a rather unsatisfactory answer because it is not specific.

Miss Stitt. My point was, though, if the States are granting the exemptions, as Mr. Connolly and Mr. Strain said they were doing in their States, doesn't that meet the need of the shipbuilders if the States are willing to grant exemptions in emergencies?

Admiral Fisher. That is all we have ever asked; that is all that I hope we ever will ask, and putting it another way, there is absolutely no intention, that I know of, to ask any change in any law, except for the possible change in some State laws that do not allow now the discretion in the Commissioner of Labor or Director of Labor.

Miss Stitt. The Navy would not ask that a basic law be changed to extend the basic hours beyond 48 if the Labor Commissioner --

Admiral Fisher. I think I can go farther than that and say the Navy would join you in resisting it.

Miss Stitt. Providing the State Commissioners had authority to authorize or issue exemptions in times of emergency you would stand with the Labor Commissioners on the 48 basic legal week?

Admiral Fisher. Yes.

Miss Stitt. Thank you very much.

Mrs. Morrow. The representative of the labor department of Pennsylvania, I attended your first meeting following Pearl Harbor and Pennsylvania was in a rather unique situation. We were the only industrial State limiting the hours of work to 44, so we were rather fortunate in having a provision in the law, women's hour law, that gave

the Industrial Board and the Commissioner of Labor certain powers, so the first thing the State did was to set up a procedure to extend the hours to 48. That worked very satisfactorily. I know that Admiral Fisher stated that the men in the field, the representatives of the Navy in the field, certified or notified the departments of labor in the various States as to needs for relaxation. In Pennsylvania we had many plants call us and tell us that either the Army, Navy or Air Force or the Ordnance representative in their particular plant wished a relaxation of hour laws for a certain period, and we couldn't cope with the situation because we didn't know just how authoritative these gentlemen in the field were at that particular time.

We finally found that many of the so-called requests from the various branches of the armed forces were coming even from the civilian inspectors who spoke in rather authoritative terms as to what the particular plant needed, so we met with the representatives of the various branches of the armed services in Pennsylvania, those in authority, and we established a clearance where we no longer - they notified their officers in Philadelphia and then we get the word from those particular offices and sometimes have a joint inspection in case any confusion exists, and I am certain since that procedure has been set up it has proved satisfactory, not only to the State Department of Labor but to the various branches of the armed forces, but I have an idea that Mr. Connolly and other labor commissioners here may have had the same thing happen to them as happened to us.

We had so many calls in from the field from various people who said

they were representatives, and maybe it would just be an inspector in civilian clothes who was inspecting, notify the company, who was all too willing to take their word, so since that situation has been cleared we are much happier in Pennsylvania. It has been rather difficult for us to determine at what stage our plants should receive these special variations. I mean the proportion of the plant on civilian goods and on war goods. It might be that probably only 15 or 20 percent of that plant would be on war production, but that 15 and 20 percent would be so vital that I, as I have listened to Mr. Connolly, rather wanted to know how they could make a blanket 50 percent of the plant must be on war production before you extend, because possibly the 10 or 15 percent would be so important.

I can think of one small manufacturing plant in Pennsylvania that was manufacturing something so vitally needed for the Army Air Force that we granted, in spite of the fact that the rest of the plant was on civilian production. Now that gradual transition is taking place, but while it is taking place we have not set a 10, 20, 25 or 50 percent. Of course we have more manufacturing establishments in Pennsylvania. We have granted 1500 manufacturing establishments permission to work 48 hours and we will grant every manufacturer in Pennsylvania that needs 48 hours, 48 hours at this particular time.

Our other requests for variation beyond the 48 hours have been limited to sometimes 24 hours, sometimes two weeks, and at the most a month, but of course extended if it is proven absolutely necessary. As I said in the beginning we were quite fortunate to have in our law a provision under which we went forward with these relaxations. We

still haven't determined whether it is strictly legal but we are not worrying about that; we are only worrying about the war effort. I would like to hear some discussion. As I came in this morning I heard the Secretary's statement about the age group of 14 to 45. I would like to have an expression from some of the States about the type of work that the younger group finds most satisfactory. I would also like to say that we have had entirely too much pressure from what I call recreational groups to break down our laws; I suppose it is probably universal and I hate to bring it up at this time, but I have heard other States say the same thing, bowling alleys saying they represent 550,000 people in the State, wanting relaxation of the laws in regard to child labor and the number of hours, and so on.

I would like to know how other States handle the demands that come to them from these so-called recreational facilities, an extension of hours instead of relaxation of the law.

Miss Anderson. I think we would like to hear from New York, Mr. Schmidt.

Mr. Schmidt. Perhaps Miss Papert and Mr. Herzberger can give you more specific information, but to answer the last question first, as far as pin boys in bowling alleys, etc., we have no trepidation whatever about denying that, either as within the scope of war work or within the scope of essential civilian needs. As you probably know, our statute at present only covers war work as therein defined. There is going to be an amendment, I am told, this year to extend it to essential civilian needs. Now on that particular point, our laws present no very specific standards. If you examine our law under war work you will see it does provide standards,

such as that in no case shall dispensation be granted for minors under the age of 18.

It provides other standards to the effect that in no case may a dispensation be granted if the granting of it will interfere with the health of the workers involved. It provides another standard, according to which it is necessary to exhaust the available labor supply before granting a dispensation and that same standard includes the provision to the effect that other reasonable organizational and perhaps other adjustment must be made before granting the dispensation. In other words, while the statute recognizes the paramount importance of maximum war production, it seeks to be sure in the first place that maximum production will indeed be effected by the granting of the dispensation.

In the second place it puts the burden of proof on that subject and on the subject of fulfillment of the other standards in the statute upon the applicant employer. When you come to the question of essential civilian needs you are going beyond the need of war work, which can with more or less facility always be determined with some accuracy by the administration. However, I suppose it is inevitable that the extension of such a program to essential civilian needs, or essential non-combatant needs, should be broad in scope so as to permit of a reasonable scope for administrative decision inasmuch as we find that as the war progresses and we get deeper and deeper into its scarcities and shortages, we will perhaps have to do things that at the immediate moment we can't anticipate, and while we have a vague idea that within those essential civilian needs you can classify, for example, certain restaurants, laundries, dry cleaning establishments, and so on, we have no really accurate idea as to

the precise standards.

We have been fooling around with legislative language on that subject. We have submitted it to the legislature, but with what success we are not presently aware. In submitting it we have four standards that pertain precisely to these essential non-combatant needs. The one standard was that in granting a dispensation for essential civilian needs it must be demonstrated that the need can't be supplied by other rival means or agencies. Then it must be demonstrated that the essential need is indeed a basic subsistence need for the current wartime development. That is to say, as the war progresses we have noticed, in England they have noticed it more emphatically than we have, that certain things which at a certain stage in the war they thought were indispensable they were willing to relinquish afterwards.

We don't know, how far we are going to go in that direction. Pray God it won't be necessary to go too far, but certainly to win the war we have to be willing to go very far indeed. That question, then, of basic need is something that necessarily must be in a state of flux, depending upon the individual circumstances.

Then of course it should be obvious that such a dispensation should only be proportionate to the particular need and shouldn't extend beyond it; that is to say should be on a more or less current basis and shouldn't be extended beyond it geographically so that it will apply to units or affect populations not affected by the need; nor should it go beyond the time of the needs that it particularly specifies. I don't know that there is any other particular information that I can give you

better than Miss Papert or Mr. Herzberger, but if there are any questions about our current legislative program on that dispensation I will try to answer them.

I forgot to tell you that according to the NEW YORK TIMES of either this morning or yesterday a bill was introduced on this subject and that bill simply certifies, as I recall it, non-combatant needs without specifying any standards. However, in another portion of this amendment it goes beyond our immediate idea of what the needs are in that it permits the war council of the State of New York to entertain and to act upon applications to extend the age limit downward from 18 years to 16. The idea, I suppose, being that they recognize that such a change is a rather drastic break with custom and tradition in our State and therefore if we want to give to a single administrative agency or tribunal like the Industrial Commissioner the power to lower that age limit to 16 from 18 it can be done.

We in New York who have been close to the problem haven't exactly seen any demonstration of the need to make the lowering below 18. At least bearing in mind that our statute is only effective for one year and each year it comes up for reenactment. I, too, with the representative from Pennsylvania am interested in understanding exactly what was meant by that reference to 14 years of age made this morning by Miss Perkins.

Miss Anderson. I might say that the reference the Secretary made to the 14 years this morning was from Bureau of Labor Statistics figures; those are census figures, from 14 up. It wasn't any idea that we should ever lower the standards to 14 years. It was merely quoting the amount

of women that were there. Of course if at any time the war would go on for years and we had a great deal of distress, as many other countries, we may have to do things that we don't want to do, but we certainly are not there now.

Miss Stitt. Is there any discussion? What are the criteria for determining what are the industries in which we are going to allow extension of hours on the basis of their being war industries? I think that is going to become uppermost from now on, that we need a little more discussion of it.

Mr. Hernberger: Our experience has been only with plants that have been demonstrated to be war industry plants. I would say at the outset that when this relaxation law was first contemplated, before it was even passed by the legislature, shortly after Pearl Harbor we were deluged with a lot of requests immediately for relaxation because of not so much the war but because there was imminently an opportunity to relax the laws and grant extensions from existing statutes. It wasn't until after the emergency dispensation act was passed that it was clearly formulated for us that the dispensation was to apply only to war industry, and we were able to nip in the bud immediately upon application by the employers dispensation for relaxation by getting on record from them that they were engaged in war industry before we agitated any such request.

If we found out by their own statement they were not engaged in war industry we simply closed the door and told them, "This doesn't apply to you; you can't get any relaxation because you are not engaged in war work as defined by the statute." However, there is in contempla-

tion this relaxation. Even though we had determined that the applicant for dispensation was engaged in war work, every request for relaxation from the New York State labor law is investigated by an inspector who goes to the plant, observes the operations involved for which relaxation is/requested, finds out how many people they have, gets a physical inspection of the plant, determines whether they have a training program that will probably take up the slack, and allow new workers to be introduced; contacts the U.S. Employment Service as to the availability of labor for that particular type of work, and then submits his report; first ascertains also that there is a legitimate war contract in the plant. Then when that is done he makes a report and that is submitted to a committee to determine what action shall be taken, based on the facts therein set forth in the report.

The determination is then made and no dispensation is granted for any period beyond six months, and very often by the investigation in the plant by the inspector he is able to point out how the situation can be overcome without making it necessary for a dispensation to be granted, and I know that if we did consult statistics on our activities in the 14 months since the introduction of this dispensation feature you will find that there have been innumerable instances where applications for dispensation have been made but have been withdrawn by the employer because it has been pointed out to him that there was another way by which he could overcome the difficulty without actually increasing the number of hours or putting women on graveyard shifts or on night work.

Mrs. Smith. Commissioner Moriarty has been given the right to relax some of these laws and he has worked out very nicely, I think, by asking

the Army and the Navy to appoint a liaison officer to work with him on this and when a question comes up about whether or not a place should extend its hours to 48 or longer, or whether they should put on the night shift, he talks it over with that overseer from the Army or Navy or both and it is up to them to tell him whether or not it is important to relax our laws. It has worked out beautifully.

Miss Stitt. What do you do when a restaurant asks for longer hours on the ground that they are engaged in war work?

Mrs. Smith. These discriminatory powers have only been given to him in war industries at the present time and the legislature is now meeting and we are hoping that he will also be given power to act in cases of restaurants and other service industries, and we further hope that these people that wish to work boys in the bowling alleys and the other recreational places will come under those powers so that he will be the one to act, that it will not change our present labor laws in any way.

We do not wish to break down our laws in regard to minors and we hope it will come under this one law of giving him that power.

Miss Stitt. What do you do, Miss Papert, when a restaurant asks for permission to employ women more than 48 hours?

Miss Papert. Mr. Herzberger indicated the term war work as defined in our laws is clear-cut. If it is a firm that has a war contract, if the war plant has a cafeteria and they want the women there so they can serve the war workers with food, dispensations have been granted to those restaurants. No dispensations have been granted to restaurants outside the plant. Under the amendment that has been introduced in

the legislature there have been requests from restaurants outside war plants, or for instance one restaurant in New York City is near a terminal where workers from Jersey come over and get off the ferry and are off their shift, and this restaurant claims they are feeding those war workers who come off the boat.

We have another place where workers commute in the middle of the State for 20 miles to go to this war plant, 20 miles each way, and those restaurants claim they are feeding war workers and need relaxation from our labor laws so they can feed those war workers. We have also had some requests from laundries. The fuel situation complicated it at New York City and in laundries up-State. With the amendment that we now have in the legislature - this is not the one Mr. Schmidt talked about, we in the department have worked out a permission of that and we don't know quite how far it would go because this amendment reads that the commissioner defines as war work any work nedessary to promote and protect the public health and welfare, and the safety and security of the people of the State.

This is in addition to the regular definition of war work. It may very well be, I believe, that there are certain essential industries which cannot operate under the ordinary peacetime restrictions. In tight war centers they don't get the laundry workers to work; the laundry work is way behind and there is a problem of feeding workers outside of plant cafeterias, but of course ever since this bill was announced, - Mrs. Marconnier who was on this committee as chairman couldn't come here today because ever since publicity we have been swamped with telephone calls.

This was announced in the paper on Monday or yesterday. Right away there was some inkling of it the week before and following the announcement that the bill had been introduced at Monday night's session, Tuesday and yesterday were terrible because every firm - just the same as it was at Pearl Harbor, Mr. Herzberger said it was announced in the paper and at nine o'clock the next morning he got a request. The situation is being repeated in New York today because everybody, not only the bowling alleys - they claimed last year they were recreation for war workers and therefore young boys should be allowed to set up the pins as recreation for war workers.

I think there is a real problem here. What is necessary certainly should be done, but I would like to hear from other people on what has been regarded as necessary for war work for essential needs, because we have to face that, too.

Walker
Colonel O'Gara (?). I am from the office of the Quartermaster General and my particular interest here is in the food processing. I don't know that it is necessary in view of what we see in newspapers every day to indicate the necessity of getting the most work from the most people for that particular purpose. I might only say that from the perspective we have for the coming year the newspapers do not make as bad a story as appears to us, and we urge that that is one of the most important of all of the activities to which concern may be given, that that is an essential war work, even though the Army may not take 50 percent of the production of any particular plant. I think the formula of any percent is probably not correct, and it certainly is not correct in the production of food.

Captain Ring. I had a question to ask in that connection, of what

the attitude in the States is going to be, where neither the Army or the Navy can come requesting an exemption for a particular plant, but where we recognize the imperative necessity of preserving every single pound of food that can be had in the coming year. That matter will be handled by the Food Requirements Committee of the Department of Agriculture, trying to process things through the Department of Labor to the States. Or is it goin: to be necessary for us to try to help individual canners in individual States as the problems come up. The problem is national and a very serious one.

Mr..Schmidt. We don't apply any mathematical formula like percentage tests and certainly so far as I understand the operation of our dispensation procedure we wouldn't have any difficulty about construing agricultural work either within the scope of this very broad definition of non-combatant but essential work or within the narrow standard we had erected of essential civilian needs.

Miss Papert. We under the definition of war work dispensations have been granting them to canners. We did have one question come up of a bakdry that was supplying an arsenal, but there were other bakeries in the neighborhood and that, strictly speaking, was where our law worked the other way, you see, but there hasn't been any difficulty in regard to the food requirements.

Captain Ring. I was thinking specifically of the canning industry as an industry, rather than such things as bakeries furnishing pies and cakes and bread.

Mr. Pohlhaus. May I ask Captain Ring a question? If it is in order

I would like to ask if the Navy has any intention of asking that an exemption be made for employees in canning houses below 16 years of age.

Captain Ring. I am not able to reply to that question specifically. I wish Admiral Fisher were here. It isn't my job to represent the Navy Department. The thing in my mind, though, sir, is this, without committing the Navy Department in any way, I feel absolutely certain that it is imperative we get out all the food we can. Obviously we must not go below that age limit within the authority of the States, but I urge consideration of the overall problem of putting as much food in cans as we possibly can get there for another year.

Mr. Pohlhaus. I agree with you; we do want to put the food in. The Fair Labor Standards Act prohibits the employment of any minor under 16. Our State permits them at 14, as far as State law is concerned, on permit, and the packers are constantly banging and want to get them in there under 16. I have endeavored time after time to impress upon them that in my judgment only an act of Congress can change that, and I was just wondering if the Navy Department couldn't help to impress that and help us commissioners a little along that line, because we are down to 14 as far as the State is concerned, but the Fair Labor Standards Act doesn't permit employment under 16.

Captain Ring. I am sure they would say if they were here that the Department would back that up.

Mr. Connolly. On two or three occasions this percentage thing of mine has been brought up and I think it has been misunderstood. I pointed out that at Pearl Harbor time I was deluged with all sorts of requests. Those requests were not all from war workers. We faced this

organized move to break down labor standards such as every commissioner did. What I was trying to bring out when I said they must be 50 percent on war production was that immediately that corrected the situation. Now I was borne out in my stand on that when I came here before the Army and Navy people about a year ago, when they checked up on some of the plants in Rhode Island, and found out what I was was correct, and the reason these people weren't on 50 percent or better, as I pointed out, was because they wouldn't go on those standards. If it were shown to me at that time that the Army was taking 25 percent, and that was all that plant could put its machinery on, then certainly I would grant permission for that particular plant. I only held the 50 percent where that would answer the question, rather than relaxing the law.

As far as the food situation is concerned, we in Rhode Island again are a little different than any other State in the Nation. Our Governor a few months ago declared a 5-day week in Rhode Island. That meant he closed down all non-essential industries and held them to a 5-day week; that includes banks, department stores and all of those non-essentials. In the interpretation it so happened that the director of labor was the enforcing agent in this particular act and in the interpretation of the act I ruled that any food supplies - that meant wholesale, beef men or anyone else distributing food - were just as much in the war effort as those people such as Browne and Sharpe and those who are making guns and ammunition, because if we couldn't get the food to the store, to the table, we were certainly injuring the worker.

In the city of Newport, for instance, the first week it was put into

effect bakeries, grocery stores and one thing or another were all closed. It very nearly caused a riot in that city and of course that was one of the reasons that we changed it, but so far as Rhode Island is concerned, food is considered very essential, just as essential as guns. While we have no canning industry there, if we had one it certainly would be considered as part of the war effort. I want to correct the impression that I held out for 50 percent when that wasn't the answer, or when there was difficulty for the employer in going to 50 percent. The only time I did that was when I knew they could go to it, and they were hoisting the profit flag instead of the American flag.

I said, "If you are really sincere and are trying to do something in this war you will get all of your machinery, at least all you can, on the war effort, and when you do that then I certainly will grant any exemption that might be necessary to prevent holding up your production. I just wanted to make myself clear on that.

Mr. Gibson. This question of food-canning; we do have a number of canneries in Michigan; they are quite seasonal and naturally have some seasonal problems. Our law is very old and it seems that at the time it was enacted these places were given substantial exemption from the general provision of the laws governing females and minors in Michigan. However, they did insert a provision so that each year I have adopted this policy in the spring; along in early April I have called in the representatives of the canners all over the State; usually have a meeting of 75 or 100 people, and we discuss the labor supply problems and what is going to happen, with the thought in mind that, first, the labor department gets a picture of what their problem actually is, and second, giving them some idea about what we are going to require of them so they

can go back home and start making their production plans accordingly. Last year we had to relax our standards somewhat and allow them to work rather long shifts. It wasn't to my liking but in some of those small rural districts people just were not available to do that job, and we felt even then with practically all of our allies depending upon this country to feed them, as well as help them fight, that this was one of the very essential things, and we did go along to the extent of getting enough labor supply to preserve what foods they had to be preserved.

It is strictly a manpower problem. It will vary from community to community. We did it all on a strictly short-term emergency basis and made all of the canners get individual exemptions when they were granted. That way we kept it well in check; we had good cooperation from the canning companies and none of them violated the general law without calling the department and getting approval of it.

I shouldn't be one to discuss hours of women very much since we have quite an old and antique law in Michigan which allows 54 hours a week and up to 10 hours a day, but we have our problems with even that type of law and I think if our law was 12 hours a day and 70 hours a week we would still have a request for exemption. I know we would because industry doesn't say this in general, but in many instances they are a little bit lazy; they want to take the easiest way out, and if they can meet somebody's hour schedule by working more hours in cost production they are probably going to do it; that is easy that way instead of training other people.

I want to relate a couple of experiences we had. One plant in

Michigan in the very early stages of the war effort was manufacturing small micrometers and gauges, which were very vital to get production rolling. There were a lot of peculiar things about that particular industry that they couldn't go on three 8-hour shifts like some of the other plants; couldn't get machinery readily, so we surveyed their problem and allowed them temporarily to work 10 hours a day, 6 days a week. The result was that about the first week after 30 days practically all the girls took Saturday afternoon off to have their hair curled and to do their shopping, and the absenteeism from that time on was so bad because they couldn't get people to work 10 hours a day, 6 days a week, as a regular thing that it destroyed whatever production efficiency was created by that relaxation. So that was the last one I gave.

I gave one temporary one over a weekend where a plant had some very vital war materials to get out and I allowed them to work through one Sunday in violation of the law. I think those temporary exemptions are essential to the war effort, but I think this basic program agreed on in December by the groups that were called into Washington, on a maximum 48-hour week and 8 hours a day, is absolutely essential to the maximum production. I think when we go over that that within a short period of time experience will show that production suffers so much that we wipe out whatever gain we might make by working the additional hours.

A plant the other day called me who wanted to work Sunday. I said, "What is your hour schedule?" They had just gone from three 8-hour shifts, or around the clock production to two 9-hour shifts a day, 7 days a week. To me that isn't any way to increase production; that is

the best way in the world to decrease it, and naturally I told them No. We are not going to sanction 7 days a week on that basis. If you go from three 8-hour shifts to two 9-hour shifts your production isn't essential enough to warrant any exemption. I think this whole question of women in industry and the maximum hour thing has to be centered around one thing, and that is maximum production, efficiency plus absenteeism.

We have seen a lot in the papers about absenteeism in the last few days, but I defy you to work anyone 7 days a week, or even 6 days a week on long shifts and not have an avalanche of absenteeism. It is just going to come. Human nature is one thing we just don't change; we may influence it but we don't change it completely. The General Motors Corporation showed that absenteeism was much greater among women employees than among the stable male employees in a plant. It showed some other interesting things; that the new women employees who have come into war production have far less absenteeism than in the case of the new male employees, and the distinction there being that these were girls who had worked in service trades and had worked longer than the average manufacturing day, and therefore the six days a week of war production they had been more or less used to in the service production, and the men that had come in were the type of floater that never worked very stadily anyway. I think as we bring married women into this picture and place them on the production line as we are doing today that this problem is going to increase, because married women are going to have to have one day off for home life or else you are not going to keep them satisfied and working. They are going to be quitting these jobs or they are just going to be taking days off quite frequently and disrupt and interrupt pro-

duction schedule. Minors are a problem with everybody; we have had our questions with everybody. I don't know where all the minors are going to come from to fill the jobs people think they are available for during coming months. Many trade associations are coming to us wanting to know what we can do about minors on their jobs. At the rate minors are being employed in essential war industries I wonder where you figure any will be left for you when the time comes around. We all agree that is true. I agree with some of the other labor commissioners that minors in bowling alleys are going to have to go; a lot of us are going to have to do without service we are used to if we are to produce munitions and things to successfully execute this war.

I think these standards set up in December should be the criteria and in an emergency exemptions might be made, but I don't think it is policy that can be varied very far if we are going to get maximum efficiency.

Miss Anderson. I wonder if we couldn't hear from the War Department as to just how they have gotten along with this exemption and how it has worked out.

Major Sufrin. I represent the Personnel Division of the War Department; Mr. Mitchell was unable to come this afternoon. On the whole we have found a very cooperative attitude on the part of the States. The whole question of our relations with the States and with the Department of Labor in relaxation of State laws on one hand and Federal laws on the other has been working out. I should like to point out a little bit about the organization of the War Department, because I think by doing that it will help some of the commissioners. The country is divided into nine Service

Commands; each Service Command has branches called the Labor Branch with a chief. Frequently the labor office is under him. In addition the Service Commands have a labor officer. (difficult to hear this speaker) Then the supply services, the actual agencies which make the goods or which supervise their contractor making the goods, is very often charged with the responsibility of seeing that the labor matters are handled properly from the viewpoint of the War Department.

In some instances the Supply Services actually have officers who do nothing but concern themselves with labor problems, labor supply, the relaxation of labor laws probably being the second problem. Certain supply agencies have felt they don't want a man specifically detailed to concern himself with labor problems, but rather they are contracting officers who frequently remain in one plant or might have a few plants, also acting as a labor supply officer, or officer concerned with relaxation of labor laws or certain other labor matters.

Our instructions include the labor officers in the field with respect to the question of relaxation of labor laws. I think it srelatively simple to say the job of getting production out is why we hired them. Consequently if there is a question having to do with the relaxation of a labor law, the contractor should go to the appropriate State agency to see what he can do about getting relaxation. Frequently the State agency says the contractor would like to have some more authoritative statement on this. In those instances the labor officer, if in his opinion relaxation is necessary, will go with the contractor, or go by himself, to the State department to bring the matter to his attention.

We have instructed our labor officers not to be capricious in attempting to secure relaxation. We have told them to be sure that there was available labor supply, or if there was available labor supply the relaxation for a very short time would be very pointless. For example, in my own State of Ohio to pull in 300 women to the Goodrich plant for a period of two days or a week, some other plant might need them very badly. In those cases we told them to make statements concerning the facts. The War Department doesn't like to be in the position of bludgeoning somebody. There was an undertone among some of the commissioners that the Department had put some pressures on. That is not our purpose.

What we are trying is simply to inform the State through the contractor indirectly as to the importance of production and whatever we happen to know about the labor supply. The Commissioner from Rhode Island I think raised the question of mosquito netting.

Mr. Strain. I raised that question.

Major Sufrin. That occurred in several States at the same time and is an interesting story of not much importance now. That was right before the invasion of Africa and we had orders to go as far as General Marshall in seeing all these particular items spelled out were gotten at a certain time because the troop ships would be leaving. We were guessing something was going on in a hot climate; none of us knew; but several States at the same time began to put a tremendous amount of pressure on, as to why we don't know, but indicating this was pretty important.

In case of military activity you are bound to have certain cases where the War Department doesn't tell the officers getting the job done why the job is being done. I think that is what people mean when they say "he was

a good soldier." We just say we have to do it and do anything to get the job done. But on the whole there have been very few conflicts with the States or very little misunderstanding. In the past four months since these things have been coming over my desk I have noted a steady decline. Four months ago a couple a week; maybe now have them very infrequently, any question come over my desk from Supplies Service saying "We are having trouble getting relaxation" in any given State.

I went through that little story of how our relaxation requests originate and the theory behind it, ~~xxx~~ because the War Department has a fairly well thought out policy on the matter and we try never to act capriciously, never to take over any of the functions which are properly those of the State.

Miss Anderson. I would feel, then, I think, that the War Department would feel that this method of relaxation was working out fairly well for them.

Major Sufrin. On the whole, yes.

Miss Anderson. I wonder if someone else from the War Department has anything to contribute.

Captain Sullivan. Representing the air forces, I can say that in 16 States in our district we have had in the past nine months only one request for intervention and that was in Indiana; it was not relaxation but new legislation. We passed the ball back to the contractor and the labor leaders because we feel that this word necessity is one that comes to us from the combat fronts; they are necessary war materials, determined either by strategic considerations or combat considerations. The

poor procurement officer has to get the stuff out. He has no alternative. If in his ambition to make good on the job he gets his neck out occasionally in trying to aid the contractor in getting relaxation and exemption on new legislation, that is not because he represents the War Department; it is because of his enthusiasm in his job and the pressure is on him, the heat is on him to get this particular tool out, needed at the front, and he can't make excuses, because he is in the Army. He won't last long as a procurement officer or resident representative if he doesn't deliver the goods.

We think that is a civilian problem that affects social and economic policy; not a military problem. We want the civilians to get out the tools. The military forces will do the fighting but we must have the tools.

Miss Papert. I think you would be interested to know that in our relations with the - I don't know the exact titles - two large aircraft companies which had been receiving quite long dispensations, and the representative of the armed forces came to us voluntarily raising this whole question that from the policy standpoint, and also regarding these two firms because they felt something was wrong, they offered their services with any firm that we felt something was wrong with, and in two or three cases they went with the labor department representative and worked out a schedule which was very much less than the company had asked for. In other words, what I am trying to say is this is fairly recent and I haven't gotten it firsthand because I didn't handle it myself, but the representative of the armed forces, I think in one case of the Navy and in the other of the Army, felt that something was wrong in some of these

cases and they wanted to be advised because they felt things weren't going so well in spite of dispensation, as we call the relaxation, and actually arranged for shorter hours than had originally been requested.

I think that such help on the part of the labor supply officers from the War Department or the other armed forces would certainly make for better production.

Miss Anderson. Anyone else who would like to discuss the subject?

Mrs. Ackroyd. It was a little aside from this, but we have all given so much consideration and concern for maintaining the recommended standards, and the standards which we have in our laws for women, and before Congress at the present time is the Equal Rights Amendment. That, as I understand it, is getting farther this year than it has previously when it has been introduced, and we have always feared that such a blanket amendment might do more to endanger the base on which all of our protective legislation is founded than anything else. I wondered if we couldn't go on record as disapproving the passage of that, and all of us who are particularly interested in our protective laws, our State laws, doing everything possible to prevent the passage of that type of a blanket amendment.

Miss Anderson. Do you make that as a motion?

Mr. Pohlhaus. I don't know whether that motion is out of order. For 20 years I have heard the other side of this female question, two sides; one for equal rights and the other for certain rights. I haven't taken part with either one. Today I have heard that the female is capable of doing anything the male can do. Now they go on record and tread on somebody's field. Lots of women have a different view than we do and we are

going to go on record for something that may offend some of our brother and sister workers. I don't know whether that is a proper resolution for this type of meeting. Personally I reserve my right and my own opinion to take that side which I want to. I want to say this to the armed forces, especially the Army, I have had a very, very happy relationship with them. Our laws are about as liberal as any in the country, but there have been times when they found it necessary to change them. There was no power to change them, only the powers of common sense, and I say to you as long as I am commissioner of labor the power of common sense will prevail in Maryland.

Miss Anderson. I think perhaps there should be no particular action taken on the Equal Rights Amendment in this conference, because of the fact that we have people to whom I think it should be thoroughly explained and talked out, if it was to be acted on. At the Secretary's conference a year ago there was a resolution adopted on that very subject and I think that still holds good. Then the conference was made up of people from the labor departments and labor movements rather than the complex membership of this conference now.

Miss Stitt. Did the Secretary's conference go on record for or against the amendment?

Miss Anderson. It went against the amendment. A very strong resolution was adopted at that time, introduced by some of the people from the States. Any further discussion?

Walker O'Gara

Colonel Browning(?). I might just supplement what has been said, not to any particular point, but that possibly some of the commissioners would be interested in knowing something of the procurement of food. In most of the canned products there have been certain percentages which

every packer has, or will be directed to set aside of any particular pack which he may have. He will have in the work which he will do, both in the contracts which he will make for acreage beforehand to grow the particular crop which he may pack, and then in the actual packing, the fullest cooperation of the armed forces and the Department of Agriculture, but there will be no one at that point of actual packing from either of the armed services who will be interested to secure a particular exemption for him or relaxation. That will be his job and I only make this statement to indicate that in the event there should appear to be a failure on the part of either of the armed forces to be interested in the packing at the time of packing, that that does not represent a lack of interest, and there will be no officer either of the Army or of the Navy who will be in a position at the time that any particular pack is being made to assist the packer.

As it happens this particular year the Army will do all of the buying of these canned products for all of the services, but I only want to add that it has been the very definite policy of the Army never to permit itself to be made the lever to break down any law in any State or the rulings of any of the departments. We hold that it is important that we should never be the cause of that thing. If other forces, such as the need for increased quantities of food, cause the relaxation to any degree we really want it clearly understood that at least the Army does not put itself up to be the force that will drive that through, but it is the general need.

Miss Stitt. I wonder if I can just throw out to the group some questions that have come to us that I think we in the department would like to hear a little discussion of. For example, I have heard people say you

issue permits for 30 days only. I think we would like to have some discussion about that. Should these exemptions be for as long as 30 days, or for longer time? Should they permit young people under 21 to work at night? Should we permit young people under 18 to work at night? How often in six months should women be permitted to work 7 days a week? Have any of us any suggestions about that kind of thing? Can we come to any conclusion or at least what do you think ought to be the standard? For example, let us take the first thing.

Should we issue a permit permitting a woman in a State that has a 48-hour law to work 54 hours for six months, or should we permit her to work 54 hours for two weeks? What is the practice? Could we have a little discussion of that kind of thing? What do you do, Mr. Connolly?

Mr. Connolly. First of all I wouldn't grant a permit for a woman to work 7 days for anything like six months. I wouldn't issue any kind of permit for over 30 days, and when I grant it for 30 days it is because the request has been for 60 or 90, or in a great many cases for the duration. That is on the 7-day week for women, because I really believe that it will break down that woman's production and not only break it down but may drive her entirely from industry. When we grant a permit in Rhode Island we make certain that the women work on a voluntary basis. We won't grant a permit for an employer to say "You are going to work so many hours a day, so many days a week." He must go to that worker and say "Would you be willing to work" or "Would you volunteer to work that amount of time?" We have the cooperation of that worker in being able to choose whether or not she will work. We believe that she will produce

better; she is working because she wants to work; she is working because she has volunteered, not because she is driven to it.

Miss Stitt. Do they ever refuse to work longer than 48 hours?

Mr. Connolly. Yes, a great many times. We have issued a permit and in that case the permit doesn't hold; usually they refuse to work because they believe it isn't necessary; there is something else missing there, or the management has done something. For instance on the President's Executive Order time and a half would have to be paid if they had worked on Thanksgiving Day, or something to that effect. Now the management closed down on Thanksgiving Day so he wouldn't have to pay the time and a half for the penalty period. They wanted to split that work along the week so they would actually work there 48 hours but there wouldn't be any time and a half. Because of that the workers just refused to work because they said if he is sincere in his war effort he would work us on Thanksgiving Day, because we were perfectly willing to work that day and so told him.

In that particular case, while the management received the permit it didn't do him any good because the workers just refused to work, and we have that problem, too. We can't put ourselves in the position of causing labor trouble between unions and employers and most of our plants in Rhode Island are organized and usually when a request comes in that way we contact the organization to find out whether or not they will go along with a thing of that sort, and as a general rule they will say "Well, I think we should give it very careful study before doing it," and they will point out why. Usually we find there is something else there that has caused this request for an extension that isn't quite according

to Hoyle.

As I said before, we have had all kinds of organized efforts to break down the laws for the mere purpose of breaking down the laws; they will use the war effort as their excuse. We know in a great many cases that the Army and Navy know nothing about what they are attempting to do. We have had splendid cooperation in the State of Rhode Island from the Army and Navy. We have had wonderful success with this set-up, this working agreement. Whenever we have anything that we can't quite bring to the heads here in Washington we merely contact this Department of Labor and I have never waited over 24 hours to get a complete answer from the War Department or Navy Department, or wherever I wanted it from, and have never yet had to argue or fight with any Army or Navy man.

They have made some ridiculous requests. One Army major sent me a letter asking me to withdraw all my factory inspectors from the plants that were on certain lists of responsibility because he was training men who were going to come in and take over. I merely pointed out to him in the letter that nowhere in the law did I have the right to delegate my powers of inspection to him or any group and I still was working under the laws of the sovereign State of Rhode Island. I never received any reply from that letter, not even an acknowledgment. We have had occasions of that kind from individuals in the field but they have been straightened out without any difficulty at all.

So far as granting permits is concerned, no matter what the request is we give it every consideration. No matter how tough it is, if it is absolutely necessary to the war production we grant it; even if it is to have

women march down the streets on their hands - if that was going to win the war we probably would grant it. We weigh this very carefully. Is it going to help the war effort? If it is, I don't care what it is, they will get it; not for six months or the duration or anything of that sort, but just through the bottleneck.

Miss Stitt. Just for a short period.

Mr. Connolly. Under no conditions over 30 days.

Mrs. Morrow. We grant it for a limited period of time. Sometimes it is really just 24 hours; sometimes it is four weeks; sometimes two weeks, but we grant it seldom for more than a month. Sometimes we have renewed it in a special case, but the request itself has to be renewed at that time.

Miss Stitt. What about this 20-minute lunch period that we find so frequently? Aren't we all agreed that at least a half-hour is required if we are going to maintain the health and welfare and production of our workers? What do we do about 20-minute lunch periods?

Mr. Connolly. In Rhode Island we have no lunch period; they eat on the fly. We do believe there is a law before the Assembly now and we believe there should be a 30-minute lunch period.

Miss Stitt. Do any of you ever permit a lunch period shorter than a half-hour?

Mr. Strain. Yes.

Mrs. Morrow. We have the half-hour lunch period in Pennsylvania. We do permit it when it is a continuous process and the women are taking it over in its entirety, if within the 8 hours they have the equivalent, which in three instances have been three 15-minute periods until they could get

back to their half-hour lunch period. That has been particularly true in shipbuilding.

Miss Anderson. In Massachusetts you don't grant anything below a half-hour?

Mrs. Smith. No; we have the 45-minute lunch period and 30 minutes on shifts.

Mr. Strain. This war has brought about conditions we never had before. We have one hour where there is a restaurant off the premises, but that has been relaxed to provide for 30-minute lunch periods. On the other hand, since females have been admitted to industry now we have one industry, a large one, that has been in business for 80-some years and it has been traditional with them that they rest 10 minutes every hour, and since they have admitted women they won't work in any other manner, so that plant works 50 minutes and rests 10 minutes, and have no lunch period and won't work without that old set-up.

Miss Stitt. Men and women?

Mr. Strain. Men and women.

Miss Stitt. What do they produce?

Mr. Strain. Steel.

Miss Stitt. They have to eat in one of those 10-minute periods?

Mr. Strain. They don't have any lunch period but 10-minute rests every hour and you couldn't get them to work otherwise.

Miss Stitt. Anybody else have anything on this lunch period? When do you grant permits for 20-minute lunch periods?

Miss Papert. Our State labor law in peacetime gave the industrial commissioner power to grant shorter lunch periods than one hour. Mr.

Herzberger could say a little more about the peacetime practice, but where we have granted the 20-minute lunch period the firm has wanted to get more working hours out of the day, and where the 20-minute lunch period was granted it has been required that the time be paid for. We have granted some of them and apparently the workers like it because it gives them an opportunity to make more money.

Miss Stitt. We find that --

Miss Papert. Not a great many have been granted.

Mr. Herzberger. That practice for the short lunch period - our State law requires one hour for factory workers, but the commissioner has permission to grant a shorter lunch period, and that is only given on investigation and determination as to the available and acceptable situation, and usually has never been before the war, not usually but never before the war cut below the 30-minute period. In all such instances the plant has available a restaurant or cafeteria where the employees may procure their meal without having to go outside, with the necessity of changing their clothes, etc., which when you come down to the shorter period and need for changing clothes and making themselves ready for the outside, actually cuts their lunch period without being so indicated on the clock. I think Miss Papert may have some information about that, but usually there is a period of recreation or a little swing in between, both morning or before lunch or after lunch.

The determination and the availability of that shorter period is simply because the opportunity of getting the meal is provided right in the plant without any delay.

Miss Stitt. That is a condition on which you issue the permit?

Mr. Herzberger. Yes.

Miss Papert. We do have a definite policy on some of the other questions you raised.

Miss Stitt. For example?

Miss Papert. On the 7-day week when dispensations were first granted in many cases there were no limitations on the use of the 7-day week. We followed what Mr. Connolly pointed out, must be voluntary, but also there were no limitations on the number of times the firm used that 7-day week. Beginning about February, March, April, increasingly the firms themselves found the 7-day week wasn't very good. We have a peacetime power of variation on the 7-day week and we had analyzed that and found many of the firms found it wasn't useful; they got it just in case something should happen and they wanted to be covered, as a result of experience. Now we very seldom grant continuous 7-day weeks, usually six times in six months, not once a month; you provide for a bottleneck, for repairs, something unforeseen that comes up, and more than half - about 60 percent - of the 7-day-week relaxations are 6 times in 6 months. That gives the plant a flexibility; or wonce every other week.

Miss Stitt. Then they could work six weeks?

Miss Papert. Or two weeks and two weeks.

Miss Stitt. Doesn't that seem too long?

Miss Papert. They get it just to be covered, but they don't get it for continuous unrestricted use.

Miss Stitt. I should think if they would really employ women for six weeks --

Miss Papert. This is for men; for women there are practically no

dispensations ever granted for 7-day weeks, very, very few.

Miss Stitt. That is very different.

Mr. Gordon. On this point, you may be interested to know that although we are jealous of safeguarding the standards in Britain and although we allegedly have been working unconscionably long hours for a long, long time, you may be interested to know we have just prosecuted a firm in the east of England for working women 21 consecutive days, three weeks, 7 days per week, and it was a case in which the Minister of Labor and National Service, Mr. Bevin, is quite satisfied that it was proper that we proceed in the case.

Miss Stitt. It is wonderful to hear that from Great Britain, where they are so pressed.

(See next page)

Mr. Gibson. I think expression here indicates that the previous standards set up by previous meetings on this question of women in industry and the maximum 48-hour week, since it seems to have worked, we will say, to good advantage for everyone, I would like to make a motion that we go on record as recommending the continuation of this policy as established by the seven or eight Federal agencies that drew it up last December.

Miss Anderson. Do I hear a second?

Mr. Connolly. I agree with that wholeheartedly but I would like to see a very strong resolution drawn up so it would give some strength to this thing and present it tomorrow to the group and let us adopt it, rather than just a motion.

Miss Anderson. Would that be agreeable? Suppose I appoint Mr. Connolly and Mr. Gibson a committee to draw up that resolution.

Miss Papert. I would like to raise another question that came to my mind this morning, with the whole question of labor supply, and with the tighter civilian economy that we are going to be living through, shouldn't we as persons concerned with labor standards give some consideration both from the standpoint of labor supply and from the standpoint of hours and other standards to the essentiality of the various kinds of breakdowns and industries, both because they both go together, it seems to me, to be related to each other? I know I thought of it this morning when the question of labor supply was coming up. We know that the women have flocked from the service industries, from many of the civilian industries, into the war industries. On the other hand where the civilian

industries pay good wages the women are willing to go to poorer-paying war industries.

That is true, for instance, in some of the needle trades in New York. I am just listing various aspects of the problem. At the same time the civilian industries want to continue, as Mr. Connolly pointed out, to maintain their civilian trade as long as possible because they don't want to be left without their customers after the war. That comes up in the question of home work; they want to use the home workers for the civilian goods and they have all the workers they need for the war goods, but want to use the home workers for the civilian goods and claim there is a war shortage, and we are being asked to relax in terms of the war because of need for supplying civilian goods.

I think we will be having increasing pressures from our civilian industries and it ties in both to the question of labor supply for our war industries and our essential industries as the labor market gets shorter, and it also ties into the question of labor standards.

Miss Anderson. Isn't that a manpower question? . . . .

(See next page)

Miss Papert. I think it is both.

Miss Anderson. And really belongs in the Manpower Commission. Of course we are also represented there and it will, of course, have to be taken up. That would be a question how much of the civilian industries we are going to keep up, other than just enough for the civilians, and probably not enough, either, finally. I mean clothes, food, all kinds of things, and that of course will be more and more not only discussed but certain programs will be instituted so as to draw even more people or workers from the civilian industries into the war industries, and that whole question of the manpower, where it is going to be, where the most essential place is that we have to put our manpower - it is a tremendous question and as I see it it also goes into the draft question and it is now before Congress; it certainly is before the Manpower Commission and all the way through, so I don't know about other than just to point out the problems here that there is anything that we right here could do anything about.

Miss Stitt. Tomorrow we are going to discuss safety and health in the afternoon, absenteeism in relation to women. As this thing develops could we keep Miss Papert's point in mind and see if after we have had further discussion of it and clarification of the points she has raised, maybe that is just the thing we would want to come out of this, after we are a little clearer-headed and have had a little more discussion. Would that be agreeable that we keep that open and discuss it with the idea of putting it in some kind of motion if it seems to come naturally out of our discussion?

Miss Papert. I wasn't making that as a motion.

Miss Stitt. I think it is very good to put it before us right now so we can be thinking about it tomorrow. Now am I right in assuming, Miss Anderson, as a result of this discussion that the Army and the Navy are absolutely agreed with the labor commissioners and the Department of Labor that the 48-hour week, the 8-hour day, half-hour lunch period, one day of rest in 7, is sound basically and should be adhered to, except in emergencies created by the war, and the policy that is being followed by the States in issuing permits in cases of emergencies has worked satisfactorily and should be continued and endorsed by this conference? Did you all get that impression from the conference, as I did? Then would our motion tomorrow be to incorporate something of that kind in a resolution? Then this other question Miss Papert brought up we will give further consideration to tomorrow.

Miss Anderson. Tomorrow morning we will meet in the Secretary's conference room, 3135, at 10:00 a.m. We will adjourn now.

(Whereupon at 4:30 o'clock the conference adjourned until 10:00 a.m. Friday, March 12.)

FRIDAY MORNING SESSION

10:20 o'clock

Miss Anderson. I think we will begin. Again the Secretary is called to the Hill to testify on absenteeism. I think she is doing a very fine work up on the Hill acquainting the Senators and the Congressmen with the problems connected with absenteeism; that it isn't all willful absenteeism, even if there are a few, but there is a real problem connected with it. This morning we are to discuss the industrial safety and health standards for women workers, and I have asked Miss Mettert, who is our specialist on that question, to give us a little outline of the problems connected with it.

Miss Mettert. Miss Anderson, ladies and gentlemen, America's grim industrial race to turn out the weapons of freedom is likely to produce as unwanted byproducts a variety of industrial injuries and diseases. This mimeographed outline that you have outlines some of these byproducts, especially as they may affect women. It is of the utmost importance to war production that everything possible be done to maintain the health and safety of women workers at this time. Only by prompt investigation of unusual illnesses or preferably by preventive advance measures can potentially dangerous conditions be eliminated or reduced. It is essential that State inspection services be maintained at a high level of efficiency so that we can know what are the effects of new exposures on women during this war period.

It is also necessary to say that we can evaluate preventive programs. We know from past experience that women have been more harmfully affected

by certain industrial exposures and we have at this time a great many new exposures that we have no experience with and it is quite probable that women may suffer in somewhat different manner than men from such exposures. First, there must be a background of knowledge of what is happening to women in industry, The extent of injuries where they are occurring, and the facts about them. Such knowledge should be current and detailed to be useful. From the facts that we have about women's injuries we know now that they are increasing very rapidly, probably more rapidly than women's expansion in employment would warrant, because women are not only increasing in numbers in industry but they are going increasingly into heavy and hazardous jobs.

A machine that is guraded so that it is safe for men is not necessarily so safe for a woman worker, and it is essential when women are to be placed on machinery that has been manned by male operators previously that some survey of the machinery take place to show that it will be as safe for the woman operator. A recent injury in an Ohio machine shop shows the value of such a survey. In this case the girl lost the tip of her left index finger while she was operating a screw machine. Investigation showed that the injured girl had exceptionally small fingers; she had met injury while placing a bolt in the top of the turret with her right hand. The cross slide which had completed this cut backed up and caught her finger. The space in which the finger was caught was so small that a man's finger could not have entered it.

In a Buffalo plant a punch press accident was attributed to the smaller fingers of the women who replaced the male operator. Difference in height was discussed yesterday. As a matter of efficiency in placing women on

jobs differences in height may also become factors in safety, if the girl's head is brought closer to the moving parts of the machinery or her hands are farther away from the controls. It is important in safety to recognize that machines, tools and other industrial equipment were designed for men who are on the average some five inches taller than women and whose reach is more than correspondingly longer. After a machine is fully guarded it is still important to provide personal protective equipment for machine operators.

The safety clothing that has been devised for women falls into this category. Many of you saw the garments last evening devised for various occupations with safety in mind. Perhaps the most distressing accident that occurs to women in industry is that resulting from hair catching in the moving parts of machinery. British accident statistics showed that 179 accidents occurred from that cause during 1941. We have no similar analysis of American accidents but we know from the many cases that come to us that there are such cases occurring in this country. These accidents are mainly due to hair catching on spindles of drills or a similar machine.

Attempts to frighten girls into wearing approved headgear generally prove useless. If this headware is introduced in a somewhat democratic fashion it is usually accepted and worn. It should be comfortable and attractive and the point should be made that the headwear is not only for safety which may seem a little bit remote to the girl operators, but it also has its uses in preventing and keeping the hair clean, free from dirt, oils and greases that the factory uses. The question of how heavy work women should be allowed to do has come in for much discussion. The problem has best been handled by making every possible use of mechanical

means of lifting and carrying. When that is not possible, special consideration should be given to the physical ability of the women who are to be placed on a heavy job and when they are placed on a heavy job they should have special training and education in methods of lifting and handling material.

Some firms have set definite weight limitations beyond which they do not allow the average girl employee to lift; 25 pounds is the most usual such limitation. Some of these limitations are based on studies within the plant of the amount of fatigue that results from lifting different objects. Of course a great many different things must be taken into consideration in weight lifting, the number of times the object is to be lifted and the way it is to be lifted, whether it is a vertical or horizontal lift makes all the difference in the world, and whether it is to be carried any distance, carried up and downstairs, or ramps, makes a great deal of difference.

Exposure of women to harmful conditions and harmful materials in industry has greatly increased. American Industry in recent prewar years rarely exposed women to most serious lead hazards. Now we have reports from New York to California that women are replacing men in storage battery manufacturing and in other occupations where there are serious lead hazards. Lead poisoning, of course, may be extremely serious to men, but it may have more serious results to women operators. In spite of the fact that preventive measures are very well known, recent investigation showed that plants are not always maintaining the best conditions. In some storage battery plants women habitually wear their work clothes home.

Some plants that have had men workers for many years have, of course,

installed showers for them, but for the newer women workers they do not have these very necessary facilities. In one very dirty shop where the management feared to stress its lead hazard men and women were eating without washing, and in their 10-minute rest periods they were practically all smoking without washing. In a common peacetime occupation for women, that of soldering, a lead hazard has developed. The reduction of the amount of tin that may be used in solder has caused an increase in the amount of lead, and as a result the temperature of the solder must be increased and there is a definite lead fume hazard from this increased amount of lead and the higher temperature.

Miss Carr, I believe, is not here today. She raised the question yesterday of whether we shouldn't be considering the poisonous materials that are included in spray paints and dopes used in the aircraft industry. It certainly is true that these dopes are thinned with toxic volatile solvents that have definite hazards. They may include toluene - I suppose most of that has gone to the TNT industry - or amyl acetate and butyl acetate and acetone. Doping and spray painting should be done in booths provided with exhaust ventilation, if it is practicable. If the work must be done on the open floor, spray painting and doping should be done only by operators supplied with air hose masks and the workroom itself should have general negative pressure ventilation.

Clean lanes and good plant housekeeping are of first importance in industry; the factory inspectors can check on that and hazards of industrial poisoning. It is of the utmost importance, too, that definite health maintenance programs for women be established in every plant in this country.

Miss Anderson. Mr. Zimmer of the Bureau of Labor Standards is here now and I want him to make a statement on this question.

Mr. Zimmer. First I want to apologize for being late; several of us in the Division have had an extremely bad case of budget pains in the last few days and are not over them yet. I was very much interested in what Miss Mettert said; some of the things she points out. we have learned through the 500 special agents that we have going into these war plants. However, I don't entirely agree with certain specific thoughts she has thrown out. I had occasion recently to canvass a great number of State engineers in the country, both at the National Safety Council in Chicago and through correspondence, and almost unanimously these safety engineers point out that the woman is the safer worker; that by and large she pays closer attention to instructions on work practice, she follows more religiously the instructions of the foreman and the safety engineer as to the proper way to go about the job.

I think if you canvassed safety engineers of the country again, 95 percent of them would tell you, on the basis of their own experience and observation, that a woman is outstandingly a safer employee than the mill run of men. In the first place she usually lacks that bravado, that smart Alec approach to an operation that you find among particularly young male workers. However, they all say this, that in spite of that fact the unfamiliarity of the women with mechanized operations, with plant environment, makes it all the more essential that they be given preliminary instruction in safety and safe practice, to give it to her and she retains it and utilizes it, but it must be done more conspicuously than you would do with the average young man who comes into industry, who usually has

had some mechanical experience.

I would throw this thought in, in the last year and a half in conjunction with the Office of Education we have enrolled and graduated something like 35,000 persons from the production lines in plants in safety engineering courses. The first year very few women were enrolled in those courses around the country; they were not excluded on the basis of the admission qualifications but just didn't come into the classes, but this last year in practically all areas of the country an increasing number of women have come into the classes and they are being encouraged to come in because management seems to more and more reccgnize that when you increase the number of women in a plant - and in some plants they predominate numerically - they are supervised better in so far as safety instruction is concerned by women, trained women.

I think that recognition is going to bring about a better safety supervision for the women employees in the plant. I think generally speaking I would play along with the average safety engineer in his thought that despite once in a while some exceptions occur, if a machine is safely guarded for the male worker it is pretty apt to be safe for the girl, though Miss Mettert is entirely correct in pointing out the problem that sometimes arises because of the different average stature as between the man and the woman, that an operation may be much harder for the woman employee because of her short stature, shorter reach, etc.

I have already commented upon this fact about the frequency of accidents. I have not been able to get any authentic figures from the field or even through the observation of the special agents that the accidents among women are increasing beyond the percentage of increase of the women

in the plant. Somehow or other I don't think that fits very well with the general thought of the safety engineers, that the woman is the safer worker. Miss Mettert has pointed out correctly that there are obviously and certainly some special hazards in connection with the women employees as to clothing. I don't, either, know how many scalping accidents we are having. I was down in Connecticut a couple of weeks ago and somebody on the committee told me that they knew of four or five quite serious scalping injuries recently in that State, and we hear it from all over the country.

Of course I don't know what Miss Mettert means exactly about the "democratic approach" to getting women to wear hair protection. I rather believe that a woman can be frightened into protecting her hair. I don't imagine that in a plant where a scalping accident actually took place, and it was visualized by some of the other fellow workers, that you would have much difficulty in getting all the girls in that plant to properly protect their hair; though I don't know much about women's psychology, I have a guess, like everybody else, that if you make this hair protection attractive it is a little bit easier to get its acceptance. I do know that practically every safety engineer that I have met in the last six months when talking about his work in the plant squawks about the difficulty of getting the girls to wear suitable uniforms and proper headdress.

Incidentally, that also goes for safety shoes. We recently have had considerable difficulty in respect to the rationing of shoes, in getting an amendment to that restriction to exempt wholly safety shoes for men and women. We haven't succeeded yet, either. I think it obvious that

something must be done to encourage both the women and the male workers in the plant to wear safety shoes, and you don't encourage them if you make them give up their ration coupon for an instrument that is going to be used only within a plant. We have reports from the individual plants of a frequency of foot injuries to the women and girls because of the lack of safety shoes, and apparently in many instances because of their reluctance to wear what they call "stogies." They don't measure up in appearance with the average street shoe, though definitely a lot safer.

I think probably it may have been brought out here that the American Standards Association is now at work on a safety clothing code at the instigation of the War Production Board and in that code committee Miss Anderson is participating, and so is my Division. It has to do not only with the design and type of safety clothing, but with the materials. A great deal of complaint apparently from the women employees on uniforms provided or that they have been buying is that they don't last. I don't know whether it has been commented upon heretofore that Miss Anderson's Bureau and my own are collaborating upon a weight-lifting - shall shall we call it? - bulletin.

It will contain practical ideas; ideas that have been tested in plants for controlling the accidents due to excessive lifting and improper lifting. My personal idea is that there is probably more damage done by improper lifting than because of weight itself. That goes, too, for the frequency of accidents due to improper piling of material. There again there is a special disadvantage applicable to women because of the statute. My Division has no authentic records about the contribution that fatigue among the women workers contributes to the increase of

accidents generally. Perhaps in certain plants as we go along we will develop some really good authentic figures on that, but that is in my opinion an important thing to consider. Those are about the only thoughts that I am ready to throw into the pool at this time.

Miss Anderson. I was thinking as Mr. Zimmer and Miss Mettert were talking - and Miss Mettert threw out the idea - that compulsion or scaring people doesn't help. I think of a factory in Chicago where the engineer when hiring the girls takes them in the very first thing, before they have seen the factory or know anything about it, and tells them, "If you work at that machine and don't do so and so, you are sure to die; you are sure to be hurt; you are sure to have your fingers taken off." That is his lecture all the way through, and when the girl gets out in the factory she is sure to be hurt because she is so nervous and upset about the whole thing that she doesn't know what to do. It is one of the most awful things I ever heard of.

I am saying this to show that there are so many different approaches, as many, almost, as there are different people to approach the fact that the woman will be hurt. But if you take certain precautions, which they don't know anything about when they have been put into the factory, until they are in the factory, they should be given the idea how to avoid accidents on the actual machine rather than be given a lecture that they are sure to be hurt, whatever they do. I hope that is the only one of the kind in the country, of course.

Mr. Zimmer. I notice Mr. Gordon is here. I had in mind a little English poster I got the other day which I thought very realistic, a bit

gruesome. They had apparently taken a picture of a scalping accident immediately after it occurred and before they had unwound this girl's hair from this spindle. Apparently every bit of the hair on that girl's head was wound around this spindle and the photographer came in and took the picture. I can't conceive of any girl taking a look at that without giving considerable thought to her own head of hair.

Miss Anderson. I can match that story. In a factory where not exactly scalping occurred, but a great deal of the hair was taken, the girls wouldn't wear the caps for safety, so the employer said, "Well, I felt the next day everybody would come in with caps on. No, sir, not one of them did! 'It can't happen to me.'" That is the sort of thing that happens. I don't believe you can actually scare people into it. I think you can some people, but I don't think on the whole you can. I think that absolutely goes back to supervision and that after all the supervisor has to be pretty hard-boiled when it comes to people refusing to wear the safety clothes.

We have that all through the line with men, and they take off the safety devices and won't wear them, whenever they can, and I think that very strict supervision in the factories is one of the ways of combating it.

Mr. Zimmer. With the intelligent worker I don't think it is sufficient to try to persuade him to do something unless you tell him why it is important that he do it. I think you always have to do that. I have in mind, for instance, Harry Guilbert, the famous "Goggles Guilbert" who goes around into these plants to persuade the workers to wear their goggles that the management furnishes. The tendency is to wear the goggles

on the back of the neck, for one reason or another. When Guilbert sees one of these fellows doing that in the plant he reaches down in his pocket and pulls out a human eye and says, "You are doing exactly what this fellow did and here is the result." It is a bit gruesome but that fellow usually puts his goggles back on.

Miss Anderson. When does he put them back on his neck again? Some can be frightened into it and others can't.

Miss Mettert. The British Ministry of Labor is very much against using such posters as Mr. Zimmer described, so I would say they do not like gruesome posters and haven't found them particularly useful.

Mr. Zimmer. None of us like them but I still think they are pretty convincing.

Miss Anderson. I wonder what the States think. I would like to hear what they have to say and what they find as they go around for their inspection for safety.

Mr. Gibson. Since nobody else volunteers to lead off, I will. You might be interested in this. We conducted a survey of some vital war plants on a basis of per thousand employees, which isn't the best comparison in the world, but which gives you a fairly accurate picture of accident frequency to the new female employees. I think this survey covered a period from about April of '42 until around the end of the year, sometime in December, and the accident frequency in these plants had increased 4 to 1 among these new women employees on that base figure per thousand employees.

In the same plants the accident frequency picture for men was much better. There was a slight increase in the accident frequency of men,

but it was less than 2 to 1. However, the accident severity to men was much greater than it was to women employees. That just indicates a few things. The men perhaps were doing the heavier types of jobs where accidents would be more severe. On the other hand I think women perhaps would be more inclined - new women in industry - to report the minor type of accident more religiously than the men. Also they might be inclined to take a day or two off where a man perhaps wouldn't, thereby making it a lost-time accident.

Our experience in Michigan seems to indicate this. Again I want to go back to the point I touched on yesterday, and that was being ready to induct women into the plants before the induction process actually started. We have found that plants who were ready with safety clothing recommendations, ready with safety suggestions at induction time of women into industry, got along very well and had very little trouble getting the women to cooperate in wearing the various types of apparel. It seems that the plant which wasn't ready and which allowed the women to come in and work for a period of time with just any type of clothing or shoes, ran into a great deal more trouble, because once these new girls had worked with a sweater on they couldn't see why all of a sudden it should be taken off, and that goes for safety shoes or whatever you have.

I think a very essential thing is having safety clothing available. My recommendation has been that the plants should attempt to furnish some type of uniform safety clothing, or at least have some place where they could direct their new women employees to purchase that safety clothing. I think the whole emphasis on accident prevention among women - not the

whole but maybe a large portion - has to center around safety clothing, safety education, proper supervision, properly impressing this new army of women workers with the importance of safety in the workshop. I think when that is done you won't have the picture that we had in these plants. I noticed a survey in California in some of the aircraft plants where accident severity to men was 4 to 1 of women employees in the same plant. Of course again I think the thing I mentioned a moment ago entered into it; it is a type of job that these individuals are doing that probably causes the severity rate to go up and down where a frequency rate might be much greater.

Miss Anderson. Who wants to discuss this subject next? I wonder if we couldn't hear from Mr. Tracy from the Maritime Commission.

Mr. Tracy. Those of you who were present yesterday when Admiral Fisher talked will remember he stated that women while slowly entering the shipyard industry, at the present time were expected to increase by leaps and bounds in the near future. That is inevitable because speaking from the Maritime Commission's viewpoint, last year we constructed and delivered 8,900,000 tons of shipping. This year the President has ordered us to construct and deliver approximately 20,000,000 tons of shipping, and at the same time he did that he ordered an increase in the armed forces to a little over 11,000,000.

We suffer from military inductions the same as any other industry and I think that the opportunities for women employees in shipyards will be readily apparent to you. From a financial angle I think it offers better opportunities than any other industry because according

to the latest figures of the Bureau of Labor Statistics, the shipyard industry is now paying the highest average weekly earnings of any other industry, somewhat over $59 a week. Women while large in number in the shipbuilding industry are relatively few in percentage. They are engaged now as welders, burners, machine operators, chaufeeurs, checkers, timekeepers, and a number of other classifications of labor.

The Maritime Commission has been aware for sometime of the necessity of the influx of women into shipyards and have taken precautions to make arrangements and standards not only for safety and health but for clothing. We have secured the services of Mr. John M. Roche, formerly of the National Safety Council, who is our Chief Safety Consultant, and who has been particularly concerned with this problem for the past eight months. Mr. Roche is here and with your permission I would like to have him go into it a little more in detail than I have as to just what the Maritime Commission has done, not only with respect to safety and health for all workers, but particularly safety and health for women workers.

Mr. Roche. It became apparent last summer that the accident rate in the shipbuilding industry was high. We were not particularly concerned with women at the time; it was the picture in general. Dr. Drinker asked me to make a survey on safety and we completed a survey of the representative shipyards and then developed what we termed the minimum requirements for industrial safety and health in American shipyards. Realizing that governmental interference in private industry might be resented, we called a conference of the shipbuilding industry in Chicago and had about 90 percent of the industry represented. The representation included safety directors, medical directors, members of the labor-management committees,

and much to our surprise they not only unanimously approved the standards which we had developed but strengthened them in many respects. The standards included a placing of definite responsibility upon management for setting up a safety organization in the plant and for actively cooperating and carrying out the safety policy of any shipyard.

It included setting up a safety department and to manage it adequately. It included setting up hospitalization facilities in the yard, first aid facilities, specified the number of doctors, the number of nurses, and most important of all to all of us, specified the clerical help in both the medical and safety departments, so that the professional abilities of the doctors and safety engineers could be taken advantage of in the best fashion and were not allowed to spend their time keeping records and doing office work that could be done by unskilled persons.

We also developed safe practice procedures for all crafts and shipyards. Specifically for women we recognized that there were all kinds of clothing being recommended by safety engineers. It seemed that one safety man would have a fetish for tightly bound overalls at the ankles; another one believed that women should wear coveralls; another one believed that a woman should always wear a leather jacket, and so on, and so it was amazing the number and varieties of rules that we discovered throughout the industry. One of the things we did in Chicago was have all manufacturers we could think of, about 175, submit samples of work clothing for women.

The clothing was exhibited and was discussed and we developed what we thought was a fairly good set of recommendations for manufacturers of work clothing, covering the specific things that the shipbuilding industry wanted in work clothing for women from the standpoint of safety. Should

any of you want copies of those recommendations I will see that some are down here this afternoon. To run quickly over the standards we developed for work clothing, first a coverall type was preferable. However, a two-piece garment is satisfactory if properly designed. The coverall garment should have flat seams, double-sewed. It should preferably have burn-proof seams; that is, the type where if you burn a hole through the seam with hot slag the whole seam won't fray out.

The overalls should be bound closely at the ankle, but should wrap smoothly without ruffles or pleats. I am not too familiar with this. At any rate, a nice smooth binding. Contrary to general industry, we must recommend long sleeves in the shipbuilding industry for outside jobs for very obvious reasons. We have there the hazard of burns from sparks from either arc welding or from oxygen acetylene burning or welding, but in the shops we recommend, of course, the short sleeve that you see ordinarily in any industrial plant. We recommend a garment designed to fit the woman's figure. All of you know as well as I do, of course, that a woman is built differently from a man and much more so than you would imagine.

They are longer in the crotch and we have had garments designed specifically with that thought in mind. They had to be designed for action jobs. A woman working in a shipyard may be working in almost any position because of the shape of the compartments in the ship in which she is working, maybe lying on her back, on her side, standing up, or bent over, so she needs plenty of room in this garment; it has to be heavy enough to withstand the rough work she may do and yet constructed well enough inside so there is no rough part in the garment to chafe the body.

We called for drop seats; we called for concealed buttons, not only down the front of the garment but in the back, and a number of other specifications that were specifically put in for safety measures. In addition to that, of course in the minimum requirements themselves we called for specific coordination of safety training with craft training on the entry of these women into the industry. That is something that has been pretty well neglected. Our survey showed that in certain welding schools and shipyards, for example, the instructor would be instructing these boys and women in the art of welding, insisting that they wear helmets and goggles while he himself was walking around twirling his goggles on his finger.

We found in one particular shipyard that the incidence of eye-flash was 50 percent higher from students who had graduated from that school than the men in the shipyard who had never taken that course, indicating to us that there was no safety work done at all in the training courses, so that for employees generally and for women in particular we were insisting that safety be definitely made a part of the craft training. That goes not only for welding, but for burning and chipping or any of the other craft training given women in the shipyards. We are now developing accident records on all shipyards. We will have an exposure before the year is over for the Maritime and Navy, and let me emphasize of course that these minimum requirements are for the Navy contract shipyards and the Maritime contract shipyards as well, of about 1½ million people very probably.

This, of course, can only be a guess or an estimate. We will have

about 400,000 women working in shipyards before the end of the year. We are developing accident records and will break those down according to section. The feeling is now, from what I have seen of women in shipyards and from reports I have received from safety engineers without any definite knowledge that women do not have as many accidents as men; that women do wear the safety equipment you give them, and that generally they cooperate better than the men do. However, if you give us six months or nine months we will be able to give you some figures to back up what we now believe are pretty well founded beliefs.

Mr. Connolly. I would like to ask the gentleman a question. How do you get the women to wear these? Do you instruct them they must wear them or --

Mr. Roche. Nobody ever said "You have to wear your uniform." They just gave them one and they put it on. That is what we do; we give them to them and, by golly, they put them on and use them.

Mr. Connolly. But they are not in the Navy, you know that.

Mr. Roche. That is right. We consider it purely a matter of course. Incidentally, in the minimum requirements it is stated as follows: that they shall wear safety hats; they shall wear safety shoes, and, by golly, they do it. Now, bless their hearts, if we can only get them for them; that is the next and most important thing.

(A woman unidentified to the reporter asked Mr. Roche a question which could not be heard.)

Mr. Roche. Safety hats and goggles are furnished, overalls, work clothing; they buy these safety shoes themselves. Incidentally, Mr.

Zimmer will be interested in this; we expect a decision on that safety shoe business considerably liberalized, by Monday, so I am praying in the meantime that we get it.

Miss Anderson. I wonder if Commander Mittin from the Navy Yard won't give us some information about what you are doing.

Commander Mittin. I think my boss has already spoken on this subject yesterday and I don't know what he said, so I am not going to take any chances on repeating anything or possibly disagreeing with him. I would like to disagree with Mr. Zimmer for just a second, if I might, on the subject of the rationing regulations, with respect to safety shoes. Just the other day I saw a letter from Mr. Prentiss Brown and Mr. Bard in reply to a letter which incidentally I wrote, asking that the regulations be liberalized so that an employee would not have to expend his regular war coupon in order to get safety shoes, and the reply to this letter to Mr. Brown was to the effect that that requirement does not exist; that he is no way penalized in the matter of obtaining regular wear shoes by buying a pair of safety shoes.

He will use the same coupon but if he certifies that he has less than two pairs of wearable shoes of either kind he can go right ahead and he or she can get a pair of safety shoes. In other words, buying safety shoes will not restrict in any way the purchase of other shoes under the rationing plan. We are just about to get that out to the shore establishments in the Navy now.

Mr. Zimmer. May I say right there that we have that same information from Mr. Brown to the Secretary the other day, but when you come to read

through it, it requires the worker to go through those motions and it does not recognize what actually exists in this country, which is that 90 percent of all the safety shoes sold and used in this country are distributed through the plants, through the company stores, and only 10 percent through the retailers, and if that order stands as it is, it is going to require the company to go through the same formalities that your shoe stores do in getting these from the manufacturers, as we understand it, and it also requires this worker to make those certifications you have just spoken about.

We fear it is going to wind up with the worker not getting them at all, taking a chance because of the red tape that he has to go through. We think that only meets the situation halfway, Commander. It does in part, but not very realistically, and I think Mr. Roche and the others who have seen this thing in operation a long time are in agreement there should be a further complete relaxation so far as necessary safety shoes are concerned.

Commander Mittin. We are waiting now for some further clarification of that, which OPA has assured us we will have by the end of this week, possibly the first of next. At that time we intend to get out to all the naval establishments the necessary instructions as to how to go about it. Actually here in the Navy Yard in Washington a sort of form has been approved by OPA for a worker to supply certain information and handing that into his ration board he gets an extra ticket No. 17, or whatever it takes to buy a pair of shoes.

Miss Anderson. We have with us this morning Mr. Leland, representing

the War Department. I wonder if he would give us some infofmation.

Mr. Leland. Miss Laura Spence (?) from our Division is here also and she is much better qualified to speak on this subject than I am. I will ask if she has anything to say.

Miss Spence. I am sorry, I insist that Mr. Leland go ahead.

Mr. Leland. I really have no knowledge of what is being done in the War Department, except I am here to learn things today and not to add anything to your discussion.

Miss Anderson. Miss Spence, we would like to hear from you.

Miss Spence. I wish I had something to contribute but I really haven't; I came very unexpectedly to the meeting and didn't even know the subject of it until I arrived here this morning.

Miss Anderson. Captain Sullivan of the Air Corps, who has always been very nice with us.

Captain Sullivan. I do know that one of the large employers of women has three plants in our friend Gibson's State that employ about 11 or 12 thousand that now have an induction training course or indoctrination course where women are trained at the machines for varying periods, depending on skills or accumulation or acquirement of skills. During that period they are uniformed; they are trained at the machines and they are taught orally and by the use of training films the need for protection against accidents. These films I have seen are not of the fright sort. In the paper this morning General McNair had something to say about basic training; he referred to the recent casualties in Tunisia and pointed out that a good many of them resulted from lack of basic training, which is now being taken care of.

There is the need of the troops to take cover, to use the cover afforded by simple camouflage, the use of fox holes and the need for preparation of fox holes and things of that sort, and it seems to me that is a matter of basic training or indoctrination. Women who are new in industry must receive training. Most of our large employers recognized that from the beginning and have set up these basic training courses. I am not sure that you can frighten women any more than you can frighten men into doing things. I believe that you can teach them and by the use of proper follow-ups, applied by supervision and their own leaders in their union organizations, stewards, committeemen, people who are in the plants, that follow-up is given by these supervisors all down the line and by the stewards and committeemen and I believe we can get women to wear the protective appliances that are afforded for them.

Miss Anderson. I wonder if we can hear from Miss McGowan of the War Department.

Miss McGowan. I feel rather the same as Mr. Leland and these others do, and unfortunately Captain Sullivan seems to be the only one from the War Department who is willing to speak. The rest of us seem to be here to listen, to find out what information we can gather that we can transmit through channels, as is done in all department establishments, to our operating plants for their information in planning programs in safety and in helping to encourage plant operators and plant superintendents to install in every instance whatever safety devices and safety protection measures, training and so on, that are necessary. We are here to learn.

Miss Anderson. I wonder if Dr. Ward will tell us something about the

poisonous elements in many things, not only the accidents but we have a lot of other things that happen.

Dr. Ward. I didn't come prepared to discuss that at all today.

Miss Anderson. What about New York?

Mr. Schmidt. Well, I can't speak very authoritatively about our experience in our effort to get women, for example, to wear this safety clothing. I don't think Miss Papert's division or any other division in our department has gathered any material. Basically, the problem simply is one of getting the stubborn human will to form itself according to a pattern of reason and I don't think there is any one way of doing that. I think you have to use educational means, appeal to reason, and where necessary the fright and coercion method, too. However, in glancing through the material that you made available to us I notice several references to radium dial painting and to the material that Miss Carr referred to yesterday.

Miss Carr. I hear you have answered my question in my absence and it is in the record.

Mr. Schmidt. I want to say that the Division of Codes of the State Department of Labor in New York, in collaboration with the Division of Industrial Hygiene, have recently developed several codes on this subject and if any of the State commissioners or any of the officials of the Federal Department would like to get that material all you have to do is write to me and I will see that it is sent to you. I know that the one on radium dial painting has been worked on for over a year and we have had some of the best men in the United States collaborating with

us.

One of the technical difficulties that we have come across in trying to develop such a code is to get some sort of standard of measurement of radium emanation and radon and thoron, and so on. It deals with a unit in that field that I am not too familiar with, but I know from my mathematics that it goes to a fantastic degree of accuracy; it is 10^{-11} Curie, which is a very small fraction, and I understand the Massachusetts Institute of Technology is trying to develop some practical method of effecting that measurement so as to be of help to the ordinary practical industrial inspector who has no conception, perhaps, of that particular fraction.

We have also developed a code on dust, gases and fumes in so far as it bears upon the problems related to that field, and also I think it covers the matter of various dermatitis and so on. Those several codes are not yet promulgated by our Board of Standards and Appeals. However, they will shortly be presented in public hearings and at least I think they are a good point of departure for further work and development by any other States that might be interested in the field.

Miss Anderson. Mr. Roche, you would like to know if I take it for granted we would like that program of the shipyards, and we would be very glad to accept it if you could have some copies here. We would appreciate it very much. Mr. Herzberger, have you anything to add to this?

Mr. Herzberger. No more than Mr. Schmidt has indicated. With reference to the wearing of safety clothing and equipment, I don't think there is any greater problem with the women workers than there has been with the

Mr. Schmidt

DEPARTMENT OF LABOR

Please correct my reference, in your minutes, to the small fraction (of thoron, radon or other radioactive materials) to read:

10^{-11} curie

[not $\frac{1}{10^{-11}}$ Curie]

No. 204

GPO

men. Mr. Zimmer happily illustrated it by a man walking around with a glass eye and putting it down on the bench when a fellow isn't using his goggles in a chipping operation, or some other place, and tells him he will need one of those pretty soon. It wasn't universally accepted or adopted by the men when they were introduced. We had a lot of missionary work to perform and I think basically the indicated steps in inducting women into industry by teaching them the safe manner of working, without putting any too great stress on it, will inculcate in them not only the safe manner of working, but given the clothes and equipment they will probably use them, because as we heard Colonel O'Gara yesterday say, he finds women are more conscientious and are more amenable.

They are conscientious because that is the way they learn the business, and again I will have to quote Mr. Zimmer who says when they are taught this way of working they are going to do it, because that is the way they know how, and they don't use any so-called ingenuity or short-cuts and are not apt to anyway, and are more conscientious. I think industry brought into industry today as a result of need for them is an indication they are there to do the job and they want to do it the way they have been told, and if they have been told the right way they will probably continue that way.

Miss Anderson. I wonder if we could hear a little about the British experience from Mr. Gordon.

Mr. Gordon. Miss Anderson, I think we have had an alarming increase in our accident rate. There isn't any doubt about that, but we are taking measures which we hope will reduce them effectively as soon as possible. We have had a number of factors at home which have militated

against the success of the accident prevention. We have had, of course, very large increase in the number of factories or buildings for accommodation in which work is being carried on. A good deal of that improvisation was when the air bombardment caused us to disperse our factories. We have had the effect of transferring a large number of people from homes to industry and from what one might call the safe industries to the non-safe industries.

The clothing trades and industries of that sort accidents are few and far between. Large numbers of people, particularly women, have had to be transferred to the munitions-making industries where the accident rate and the possibility of accidents are very much higher. Then again the blackout has necessitated conditions in factories which are not conducive to the best work, and the general fatigue which has been caused by the conditions under which we have worked have made them probably more prone to accidents than they would be under normal conditions. All those factors have given us hard jobs.

We have increased the number of inspectors under the factory acts, particularly on the medical side. I am inclined to concur with those people who say that the accident rate among women is not as great as among men. I think our own inspectors' research shows that the women workers seem to be neater and tidier and conscientious; perhaps if not more amenable, at least more sensible than the younger workers, and therefore there is less danger, perhaps, than there is among some of the men.

Personally I am all against fear and everything to do with fear, and I don't think you are going to achieve good results by frightening people

into doing things, whether they are right or whether they are wrong. I realize there is a difference of opinion about that, particularly in certain countries, but at all events I would never frighten a person into doing anything. I think the line of approach is likely to be much more successful by way of education and understanding and psychology and I think there is much more possibility of successful reduction of accidents if people understand the hazards, rather than if they are made afraid of the hazards. A good deal of instruction with some people is quite useless, it seems. Where young girls have been told about hair cover and clothing, and so on, they have still neglected to take all precautions, but they are isolated cases, I think, or a negligible fraction of cases, and I don't think that it disproves the feeling that education is much the better way.

I think we have tackled the problem at home not only by increasing the number of inspectors and increasing the discussion on the subject and research into the cause of accidents and prevention, but I think we have achieved considerable results from the appointment of a Welfare Inspector which the Minister has done to look after people outside the factory and by the encouragement inside the factory amongst employees of the appointment of personnel or welfare officers, or whatever you like to call them. There is a growing feeling at home - in fact we have had courses which are organized by the departments of universities to educate welfare officers and large numbers of appointments have already been made.

Many of the progressive firms have also had a welfare officer and looked to these matters, but not to the extent the circumstances demand at the moment. The welfare officer idea is that it shall be a definite

responsibility of somebody employed by the firm to know the circumstances of individual workers, to know their work and the conditions and their problems and everything about them; to have someone to whom a worker can turn in any sort of emergency for any sort of trouble. We find not only is that helping considerably to reduce the accident rates, but it is helping considerably to reduce the vexed problem of absenteeism. It seems to frighten a worker for stopping work is not half so effective as making them understand the results of her being away and instilling into them a sense of responsibility.

Similarly with accidents we are finding that the welfare officers themselves may not be technical people, they may not be qualified people as some of our medical inspectors and technical inspectors are, but they do by drawing attention to the dangers of accidents which are likely to occur and ways of avoiding those accidents, make them non-accident minded so to speak, and instill into them a sense of responsibility, which we find is so much more satisfactory. The other conditions such as ventilation and bad surroundings and general fatigue, have been responsible clearly for a large number of accidents, and some of those matters are being dealt with and are being imppoved to a certain extent.

I believe there is a possibility that we are going to be allowed a little more light in the future, and take the risk of air attack or whatever, but that will have a tremendous effect. Nothing is more depressing, particularly in factories, than to be working for long periods under the conditions which we have had to do. The accident rate is increasing.

With regard to poisons, I believe that the accident rate in respect of those industries where poisons are used is on the decrease. I am not

a technical person at all in these matters, but I believe we have reduced a lot of poisoning by an increased consumption of milk. I believe we discovered in the last war, particularly in TNT factories, the consumption of milk has reduced a good deal of poisoning, but we are directing our attention to those matters.

Miss Anderson. I wonder if Mr. Blake of Labor Standards will say a few words from his experience.

Mr. Blake. I don't know that there is much I can add to what has been said. My philosophy, for what it is worth, is that with the exception of the added protections and special conditions or limitations due to women's shorter stature, shorter reach, less physical strength, different clothing, and of course the hair hazard and in some cases the less resistivity to certain poisons, the whole attitude should be to make the job safe and instruct properly and I am very strongly endorsing the idea that if when you introduce a person to the work, man or woman, and bring him in you instruct him clearly and fully in the way he is to do it, give him clothing he is to wear, give him all the safety instruction at the start, then with continued instruction and supervision on the job you lick most of your problems.

If you bring people in and start them to work and let them get used to their environment and form their own ways of working, you have a terrible time changing their habits after they get started on that job. The thing to do is to get them at the start. The next thing in that connection is that I very much hope the bringing of women into industry in large numbers, and the increased attention to safety for their protection, will cause a lot of conditions to be cleaned up that should

have been cleaned up with the men, but we haven't gotten it done.

For instance, take the ordinary drill press which is such a threat to women, because they get their hair into those spindles, those drill presses should all be guarded; you should have a telescoping guard enclosing that spindle. It is entirely a practical proposition. I have gotten it done in a number of plants and it is being done more now for women and should be done for them. That is just a little example but that is my philosophy in the whole thing. With the exception of the differences due to her sex, the problem is one of making the work place and the work safe and the proper instructions for men or women. We are so far short, in spite of what we talk about, excellent practice in industry I want to say to you specifically as far as my experience goes perhaps two or three percent of American industrial establishments at the most carry on their work in a way that is representative of good safety performance, and the tremendous majority are indifferent or poor and our problem in licking accidents in this country is one of getting average performance somewhere near what we recognize as good performance.

Eighty or 90 percent of our industries in America are coming from the smaller establishments and we have to lift the level of performance of the hundreds of thousands of establishments of that sort before we are going to make any very big hole in this national accident rate.

Miss Stitt. Miss Anderson, as I have listened to these safety experts they have talked in generalities that have been very encouraging to me, but being a lay person I wish they could do the kind of thing Mr. Blake just now did, give us specific examples of how these accidents can be avoided and what are the specific poisons that are harmful, and

how do you avoid them. It seems to me that those of us in the States and who are going out into these factories, working with people, need something of that kind. I thought your example now about this safety device for a drill press was excellent and Miss Mettert gave us one, and one or two others, but aren't there specific recommendations and examples of that kind of thing that we as lay people ought to know about?

Mr. Blake. The difficulty there is simply this, that the detail of the specific thing to do to eliminate accident hazards is tremendous. We get safety and eliminate accidents. Name any concern you want that you think is good in safety, duPont is one of the very best. How do they get their very low accident rate? By building safety carefully, painstakingly, meticulously into absolutely every operation that goes on in the organization. They start with the new worker in a most careful and detailed fashion and very close supervision. They work out everything in the most careful detail. That is the way the job has to be done, you see, so that while I can give a lot of examples, to give you anything like summations of detail would take a library that hasn't been written yet.

Miss Stitt. Could we get at it by having some of our lay people ask specific questions of you experts? Mrs. Morrow is always writing very interesting letters and propounding questions that take the whole Department to answer; could she throw out some of those questions now for our discussion and see if we can get the answers to that kind of thing? Would that be one way of getting at the specific thing?

Mr. Gordon. I did omit to say that we have in Britain, of course, always maintained rigid standards of safeguards for machinery. I should

have mentioned that and the first and primary consideration at the moment is to see that all those safeguards are installed. There are severe regulations about guarding all kinds of machines which are dangerous in any way. At home we are severe on people who disregard those safeguards in the slightest degree. That probably is one of the first measures on which we are concentrating during the war, on insisting all safety devices are attached properly.

Mr. Blake. You regard machine guarding as foundational?

Mr. Gordon. I should have mentioned that.

Mr. Schmidt. May I present a special question? One we are dealing with in the development of our military pyrotechnics code, and that is the general question as to whether or not the State department of labor or those having jurisdiction should permit hand blending as distinguished from machine blending of these military pyrotechnic materials? If there is anybody here that has an opinion on that - duPont was mentioned.

Miss Anderson. Is there anyone here that can answer that question?

Mr. Blake. I personally am not competent to answer that question from my own experience; duPont's standard was - I don't know whether the pressure of war production caused them to depart from it - to eliminate hand blending. That was their practice and I assume it still is.

Mr. Schmidt. That is our opinion in the New York State Labor Department, but some of the manufacturers, for example in Rochester area, oppose it very bitterly, saying they can blend better by hand and can do it just as safely. I don't believe that is true.

Mrs. Morrow. In Pennsylvania we had a 15-pound weight limit for women in foundries and in welding operations, so we did write down to

the Bureau of Women and Children in the Bureau of Labor Standards and we changed that ruling, the Industrial Board did, to read excessive weight-lifting is not permitted. That throws a great burden on the inspection bureau of the State, but because the ruling was publicized and the change was publicized we now have a request to extend that to all service industries of the State, because so many of our service industries have had to do away with the men in the industry and the women are now lifting in the service industries excessive weight, so from the outgrowth of forbidding excessive weight in the manufacturing industries the Industrial Board is now prepared to extend that particular ruling to the service industries.

That is the development of a ruling, and of course we use more or less - I presume our excessive weight regulation more or less follows the line of this poster over here at this time, which I see you have just brought in, but while we haven't kept to the 20-pound weight, we find that in the shipbuilding - I am sure Mr. Tracy has been interested in developing the engineering that will eliminate weight-lifting problems for women in the shipbuilding industry, but the other specific question now probably in Pennsylvania has to do with the extension to the 17 and 18-year-old group of permission to do arc welding. That is prohibited to 16 and 17-year-olds in Pennsylvania and there is a specific question on arc welding for the 16 and 17-year-old and we are now asking the Department of Labor to help us.

Miss Anderson. What do you think of that?

Mr. Roche. The Children's Bureau has just put out a bulletin on that point and covers that - or is just putting it out.

Mrs. Morrow. There is not a prohibition.

Mr. Roche. Flat welding and tack welding, but no vertical or overhead welding. Just why the prohibition I don't know. This was a matter that probably an 18-year-old boy can do welding far better than the average man; for 16, flat welding and tack welding is what they recommend.

Mrs. Morrow. The shipbuilding industry as a whole? It is a satisfactory recommendation so that in the State we may be prepared to follow the recommendation?

Mr. Roche. I can't speak for the industry. I do know our boys working in shipyards, not as welders at 16 and 17; they get them up around 18 before they start them as welders.

Mrs. Morrow. They are working in the shipbuilding trades as welders.

Miss Anderson. Miss McConnell of the Children's Bureau might answer that question about the bulletin.

Miss McConnell. I think the question has been answered. That standard is now in preparation; it hasn't been issued as yet; it is one of the advisory standards which we are now doing and on which recommendations are made as to areas of employment which are considered appropriate for the 16 and 17-year-old group and other occupations which we do not consider appropriate.

Miss Anderson. I might say about the lifting, I am awfully glad that that ruling is going to be extended to service industries. I imagine there that/is more heavy lifting in the service industries over the years than anywhere else and you see a girl carrying a full tray with all the dishes that could be piled on it. I have often wondered how much that weighed.

Mrs. Morrow. Fifty-two pounds.

Miss Anderson. I know, because we tested it one time, that the waitresses walk about 28 miles a day sometimes, and then carrying this heavy tray, too. I think that would be very interesting and very appropriate, It seems to me at this time, to go into those industries and find out a little bit about them in regard to heavy lifting and in regard to accident, a great deal of falling, slipping on bad floors, and all of that, which is probably causing tremendous numbers of accidents that we don't know a lot about.

Mr. Zimmer. I understood, Mrs. Morrow, you do not put a specific limit?

Mrs. Morrow. We do not, and that puts a great burden on inspection.

Mr. Zimmer. Isn't it a little bit more realistic?

Mrs. Morrow. It is more realistic but you see when it is realistic how it extends to all industries.

Miss Anderson. I think this is a very interesting discussion. I wish we could discuss a little some of the substances that are used in industry. I am thinking of spray painting and TNT and all of those things now used a great deal in the industry and what effect they have.

Mrs. Ackroyd. I would like to throw a question out for anybody who can answer it for me. We have a plant that recently moved into our State which employs a very large number of women, particularly young women, and all of the employees are working with mica. There has been a great deal of discontent among the employees because the rumor has spread among them that there is a hazard from the mica. Our industrial inspection division has been into the plant and according to any knowledge that they have of this substance, operation and drilling in mica causes a

dust which is injurious, but the operations in this plant are confined to slicing and cutting squares out of the material. It looks very much like cellophane but it is something that is quarried, mined, and they put it under the press and cut small squares out of this material. There isn't any dust that we can find but there are flakes of the material which fall on the clothing, on the hands and arms. Some of the girls with sensitive skins get a rash from it which isn't poisonous, we understand, but just very disagreeable. I would like to know authoritatively whether or not there is a dust hazard from cutting mica.

Miss Mettert. I know there has been some experience in New York. Maybe Mr. Schmidt could say more than I can. From what we have heard about it, the most distressing symptom is the dermatitis that results, but reports from the International Labour Office seem to indicate there can be some constitutional symptoms, too.

Mr. Schmidt. I am sorry to say I am not familiar with the Division of Industrial Hygiene's opinion on that subject, except that in a general way they have the opinion that any mineral substance of that kind if it is in small particle form and breathed in, at least predisposes persons to pulmonary diseases, etc. I would be glad to present that to our division because I know they have done a lot of studying along that line, and send you what answer I can get.

Mrs. Ackroyd. We would appreciate any information because the firm does have orders in for thousands of young women. They are a real problem to the manpower people in the State because they have a terrific turnover; the girls are uncertain and they don't stay. I think the employment practice is responsible largely, too, but this is one of the main complaints

of the girls, and some of the private physicians of these employees have recommended that they leave this employment. Our health department hasn't been able to give us a definite basis for determining that it is injurious employment, and neither has our industrial division.

Miss Mettert. Any employment that causes dermatitis is injurious; that shouldn't be minimized, and protective gloves should be furnished.

Miss Anderson. Miss Erskine of the Labor Standards Division I think can give us a little light on this question.

Miss Erskine. I think you find that dermatitis is not the term for injuries from mica dusts. That is something perhaps not thoroughly understood, but it has deleterious faculties of irritating the skin and affecting the circulatory system. Of course its effect on the lungs is obvious; it is systemic, something that has attracted wide attention, but just beginning to attract attention here. It is evidently to be noticed particularly in the tobacco industry with the small sprayers of which you have probably heard. It is one of the phases of industry under suspicion today calling for extended determination and investigation.

I am sorry I am not prepared to give any statistics on the subject but it is one of the necessary investigations at present. It has some recognition abroad and I am sure here. (Difficult to hear this speaker)

Miss Anderson. I think Miss Erskine said what really ought to be done is that there should be an investigation to determine first what the hazards are and the second was the remedy for the situation. There must be one.

Mr. Connolly. I am very much interested in hearing the discussion

here, for instance on this mica case where we have the problem in Rhode Island. It seems on all these things we are talking about we correct them by law, and we go in and force an employer to correct them, sometimes against his own will and against his own better judgment. Yet during the conference we hear if we are going to prevent accidents among women we must educate the women. I don't believe I fully agree with that. The Commander talked about when he joined the Navy they gave him a suit. They didn't tell him to wear it. I also joined the Navy; they gave me a suit; they didn't tell me to wear it, but they took my civilian clothes away. I had no choice, and they kept me on an island until I was at least taught how to walk in a sailor suit. Then I was let go ashore for 10 hours and brought back, but all of these things were regulated.

I watched with much interest the uniforms the women wore last night in the style parade. I think they were grand, but I say to you unless the manufacturer is educated to make the wearing of those uniforms the condition of employment you will find only one-third of those women wearing them, and that third will finally get tired of those safety shoes, get tired of those coveralls, and come back in with all their flimsy garments. The fact that they wear them for a little while and there are no accidents will increase that danger. We hear about duPont's plant being an expert on safety and having a low accident rate, and why? The gentleman tells us that they pay attention to every job; they make it a condition of employment, in other words, and that is the thing that I would like to have this conference do today.

Here is the Maritime Commission that rules with an iron hand the shipyards of the country; they can make these things conditions of employment;

they can say "You must wear safety shoes in that plant." We have a shipyard in Rhode Island - a good one, though you don't think so - we feel pretty proud of it and proud of its record, but in that shipyard it would be relatively simple for the Maritime Commission to set up rules and regulations. The boys are flocking there by scores, and if they had to carry 10 or 20 or 30-lb. packs on their backs and climb up the sides of those ships they would do it, if the Maritime Commission laid that down as a rule of employment.

So I think this conference should not leave this subject just by saying that the worker should be educated. I was interested to hear Mr. Zimmer say that they could be frightened into it. I think they can be if they see a serious accident, but I hope we don't have to have these serious accidents in every plant to make the people realize that they should be safetyminded. His organization in cooperation with the Department of Education is doing a splendid job; in fact we have just opened two schools in Rhode Island on safety engineering; all of the inspectors of the Department of Labor and Industry are crying to send their people to them; we can't get enough of those schools; that is fine from the educational point of view.

But we have another problem here. I think if we took the women in this room and set up a rule that they would have to come back at one o'clock or two o'clock wearing a red rose, I will bet 90 percent of them would come in with white roses, just to be obstinate! You saw three of the women here positively refuse to say a word to the group. These are natural privileges of women that in so far as taking care of their

health and safety is concerned we must take away from them if we are going to preserve the womanhood of this Nation, and we have to be pretty strict about it. We have to do what they do in the Navy; we have to do what they do in the Army. Certainly I don't believe in regimentation of workers but this is a very serious problem and I hope sincerely that the recommendations coming out of this conference will be along the lines that we have prevented accidents everywhere are made mandatory rules; that the Maritime Commission which lets contracts will lay down the rules, the Navy, the Army and the Air Corps likewise. Then if we can go into these other plants and force management to make rules and regulations - not what they want, because we have some crackpots as managers in this country, who are owners of plants, with a lot of cockeyed ideas, too, but setting down standards and then forcing those standards on industry.

I think that is the only way we are going to cut this accident rate to any appreciable amount, and I appreciate the problems of our brother from Britain; I think his is an entirely different problem because he has all of these blackouts and bombings and perhaps a great many of his workers go to work in the factory after spending the night in a bomb shelter, or if they do stay in their own homes, perhaps after being kept awake by bombs dropping all around them. I don't know whether they have set up any mandatory methods or not, but I do know from my experience in the State of Rhode Island that unless I have the law on my side I can't go into the management and get them to do anything, unless I can say, "If you don't do it you will be prosecuted." They won't do it.

We had a scalping case there. Some inspector from the Federal Government came in before the inspector from the State went in. It was a

movable belt. The girl caught her hair in it and was completely scalped. They built some kind of contraption around the belt that was positively useless. We went in and said to the management, "You have to change that; it isn't according to our specifications; you have to do it our way." He gave us an argument; he put up a board fence there, or something that some Government official had said would be all right. It did no more than just add to the hazard, but the law was on our side in that case and we demanded that he do it, and we said, "If you don't do it we will swear out a warrant for your arrest," and he did it.

It is exactly the same way with the workers in that plant. Two weeks after that scalping, yes, the next day, they wore bandannas ; then you would see one without a bandanna, then another without a bandanna, and finally we had to force management under threat of arrest on the previous accident to force them to wear something on their hair to cover it up. We have to take a definite stand; we have to tell management, "You are just not going to gamble with the lives and limbs and the health of these workers. You are going to protect them and we are going to police it and see that you do." I hope that is the attitude this conference will take, and I hope the Maritime Commission, the Army and the Navy will bring those recommendations back to their organizations.

Miss Stitt. Are you thinking of legislation?

Mr. Connolly. No, I am not; there is enough legislation as it is. The Maritime Commission has all the power in the world in the shipyards; the Navy, of course, in their Navy Yards, or wherever they are employing civilian personnel; and the Army exactly the same way. They have the power now. Let's use that power. I would like to hear somebody else's

opinion on that. I feel very definitely that way.

Miss Anderson. I believe Mr. Taylor is sitting back in the room. Won't you move up and tell us something about Maine? You have a lot of shipyards there.

Mr. Taylor. I am very much interested in the discussion, and also the question the sister answered over there, What are we going to do to prevent these accidents? Being a member of the Industrial Accident Commission in Maine I am very familiar with all types of accidents. In regard to how you are going to prevent these accidents, I would say, through education and the enforcement of what law you have available. We haven't a great deal of teeth in our law in Maine. I take the privilege of visiting many plants, not only the shipbuilding industry of which we have many in Maine at the present time, building wooden boats and iron boats; I have no time to go into the office and sit down and have a smoke. I want to go out into the plant and go through the plant, and see what there is in the way of protection to avoid accidents. Very seldom do I ever go into a plant but what I see several places where there could be some prevention to avoid accidents. I am not in favor of the type of safety meeting that we have in plants, what is called shop safety meetings. It is the custom in many of the plants where they have a meeting to call a group of employers and some of the employees. I say that type of meeting is absolutely wrong.

It is very well to have the foremen come in, possibly only the foremen. Then I would have a meeting of the employees, and the employees only. You possibly have in your State as well as we do in Maine, some foreman having rather a hard spot in his dome; he doesn't like to take any suggestions

from employees, when a great many times employees might suggest that this should be fixed or that should be fixed to avoid an accident; it is forgotten. Now if you have a meeting of the employees only with the employer or general manager you can get from the employees recommendations in any spot in that plant that should be remedied to avoid accidents, which I believe is very helpful, and the only way to have a safety meeting is through education.

A short time ago I went into one of our plants in Maine, a manufacturer of propellers, and the manager said, "I want to go out through the plant with you, Mr. Taylor. I haven't been out today and we will go out and look around." Fine. Having worked in industry most of my life, textile and paper industry, I am somewhat familiar with the inside of industry; also a member of the trade union movement for several years, I am somewhat familiar with that branch, that where the employees are vitally concerned in their problem. A gentleman came down the alley in a uniform and wanted me to meet Mr. So-and-So; he had been there several years and had been made safety director of their plant and was doing a splendid job; he understood his work thoroughly.

I was very glad to meet the gentleman, but I said, "Brother, you still have some work to do. If you will just notice right back here there is a gentleman there at an emery wheel, grinding a piece of tool steel; he held it down, looking right over it, without any goggles on. The goggles were available." I said, "I think you had better check up on that case."

He said, "Yes, but they are his eyes." That is very true; you can't get an artificial eye worth a nickel. He is perhaps a skilled employee. In my opinion, to avoid accidents you have to bring the workers into

group meetings, groups of workers alone, and discuss those problems through education, to teach employees to think; to think is to be; it will go a long ways toward avoiding accidents. That also applies to women employees, of which we have quite a few in our shipbuilding industries today in Maine; also in the textile groups. I find that new employees among the female workers are more careful than men; they have fewer accidents; what accidents they do have have been because of excessive long hours; fatigue brings on accidents.

I had an industrial report the other day that I checked over. A woman had a blood clot in her arm, a lost-time accident. She was working in a plant that was engaged in manufacturing ammunition boxes and the record showed that she was working 7 days per week, 11 hours a day, 77 hours. I immediately went to that plant and had a little talk; he did know what the law was but he said he was compelled to get out this production. Nothing of the kind. Our Maine law says 54 hours at the present time. We have tried to get it reduced to 48, but unsuccessful. I said, "Brother, you are not going to work women over 54 hours a week and you might just as well start in now. I will give you an opportunity to abide by the law or listening to the judge."

He put that plant on a 6-day week, 54 hours for men and women, producing just as much as they did with the 7-day week operation. I think that hold s true in other industries. I think the excessive long hours per day and per week, regardless of whether male employees or female employees, have a great deal to do with our accident rate.

I am not in the habit of thumbing a ride, but a fellow picked me up one morning who happened to be a shipyard worker. We got talking about

the shipyard; he didn't know who I was; he doesn't know now, and I guess he is better off. His father worked the previous week 102 hours! Now that type of workman, whether it is in war industry or any other industry will have absenteeism; you have to expect accidents. I put in some 24 years on a 3-shift job, the graveyard shift from 11 to 7 one week out of three. I am familiar with it and I walked many a night in my sleep. If a man works excessive long hours you are paying him to walk around in his sleep; accidents do come into the picture and I believe that the only way to avoid accidents is through education in the plant, with the workers in conference with the management.

Miss Anderson. I think it is very nice of Mr. Taylor to have brought in so forcibly the hours and fatigue from long hours in its relation to accidents. I think when we talk about accidents we must always take that into consideration. Also the question of food, of nutrition, and many others, but I think the long hours plus no protection in the plant is the greatest contributor to accidents that we have. I wonder if Mr. Gordon would tell us just how you enforced the laws. Whether you have laws or enforce them, how you do it in England.

Mr. Gordon. We have a law. The government, I think, has the responsibility for health in factories. Somewhere about 1833 I think the factory inspector was established and made responsible for the conditions of safety in factories. Since that time the factory workshops which we had have been improved and safeguarded by act of Parliament, with what we call our Home Office Ministry of Labor and National Service Enforcement. I think most of our inspection work in all the departments of the State

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are probably the same as here; it is done largely by persuasion, and as Mr. Taylor said, by education. We have these powers in the background, and sanctions, and they are used, and used effectively, but always what we say - and what we don't say very often is much greater than what we do - and the worker enforcement is done by the inspector who by approach to employers and workers, particularly to employers, and by instruction does bring employers to see the advantages not only from the national point of view but from their own personal production point of view, and it has been a long process of education.

I don't know whether you find it here, but we find everywhere we have a new piece of legislation which means inspectors; of course there is always an outcry about bureaucracy and inspectors received in a very hostile manner. We had numbers of examples of that among trade board inspectors 20 years ago or longer; but that was broken down and employers now welcome them. I think in many cases now employers not only do not resent the inspection visits but they will send for them and consult with them when they have problems. The inspectors themselves must be the best judges as to whether or not proceedings should be recommended.

The requirements of the factory workshops act, which governs our inspection of factories, are rigidly enforced. They provide plenty of relaxation by permission to meet emergencies and special situations. They are controlled and duly notified and administered in that sense. If there are infractions then the inspector must judge for himself whether they are of sufficiently serious nature to report, or perhaps to take sanctions and prosecute. In many cases, of course, the infraction is pointed out to the employer who is amenable and sees the error of his ways and is

likely to comply in the future and the matter is settled.

If, on the other hand, it is a serious case and deserves proceedings, then the inspector himself takes the proceedings into what we call our Sessions courts against the employer, and the acts are enforced in that way. While I am on my feet I would like to refer to the question of long hours and to fatigue. Although the actual factory inspection of workers is administered by our factory inspectors, their duties were confined mainly to inspection inside the factories. Since the present Minister of Labor in National Service has been responsible for manpower, which has included the armed forces as well as labor supply, he has directed a good deal of attention to the welfare of workers and the conditions under which workers live. I think one of the most effective things he has done has been to appoint welfare officers outside the factories who supplement the work inside the factories and curiously enough with a total lack of statutory powers they have achieved the most remarkable results.

The idea behind the central administration is to localize the problem, whether it be one of transport or shipbuilding, shopping, feeding, hospital treatment, food, leisure, recreation, education, nurseries, anything of that kind; the circumstances create a problem and it is put at once to the local welfare officer who without any powers at all just determines what the problem is, what the appropriate remedy is, who are the local authorities to deal with the circumstances, and he or she at once gets in touch with the available authorities and the problem is dealt with. For example, if workers in a factory are bothered about their shopping and their home circumstances, if they haven't time to do their shopping

and there are no facilities, then the thing to do is to report it to the welfare officer. The welfare officer with no powers at all will immediately go into the district, find out what the problem is and if there is a lack of shopping facilities will summon a meeting of the chamber of commerce, trade unions and employment exchange manager, all those interested, probably getting a representative from the Food Minister to come along as well, and transport, and their business is to sit down and settle the problem and provide a solution for that problem. Countless problems have been settled in that way since the appointment of these welfare officers.

That has its effect on the workers because when those problems are solved then the workers' minds are at rest and production can go on. As I was saying yesterday, we made mistakes at the start and were in a mess, of course, when we began to transfer workers all over the country. There were no proper facilities; there was no housing, no billeting, no feeding arrangements, and matters of that description. I myself have seen what I considered to be the most outstanding examples of courage among workers during those periods. I saw in November 1939, for example, men coming from all over the country, laboring men with no skill other than the abilityto dig and that sort of work, to build the foundations for airdromes, which I hardly need say were matters of high priority in those days; we hadn't got enough. Those people came in the wintertime; they came from the exchanges. They took their tools and began to dig from early morning until late at night. When they started somebody realized they had to be fed and somebody realized they had to sleep somewhere. Some of them went back but very, very few; hundreds of them, without complaint or demur of any

kind, worked through the day and at nighttime plopped down and took their sleep on the ground.

That sort of problem we had to deal with, and similar ones in the factories, the accumulation of labor and the conditions under which people had to live; the necessary attention they had to give to their private domestic circumstances caused confusion of all description and we had plenty of accidents and people endeavoring to get transport to get away from the factories, to get to their homes and to deal with their domestic duties. The welfare people outside the factory have cleared all that up and when we transfer workers now there is a welfare person to arrange for them to be met, to have assembled the ARP officers, the food officers and all those officers who require and provide for their billeting and houses, and if not sufficient billets they are put into hostels, so the whole problem of care is taken away from them; they can go straight into production and rely upon ministries they would rely upon in their own homes.

In addition to that the Minister has given considerable attention to medical supervision and to the prevention of accidents, and also to the problem that you so rightly mentioned, that of feeding. He has made an order that where there are more than 250 workers in a factory there must be proper canteen facilities. A number of firms haven't waited for that. These provide facilities, but those who didn't have had to, and the result of that is that those people with less than 250 workers are seeing the advantages of canteens and proper feeding and are providing it without any act of Parliament at all. I believe it is true to say the feeding

facilities and food provided in canteens is as good as can be found anywhere in England today; I think there is no doubt about that. I have been in factories in England in the day and in the night and I have fed with the workers in those factories; they get good wholesome food and it is a vast improvement upon anything that took place before.

Then on the medical and welfare side, the Minister of National Service has also made or is requiring the introduction of proper medical supervision and first aid services, where necessary, the introduction of professional nurses, so there is a nucleus staff and equipment to deal with any emergency which may arise. I don't think there is any formula to solve any better the problems of absenteeism or other things; it is an accumulation of human life and the problems surrounding human life and all those problems are dealt with by a combination of services which will get to every circumstance and these problems will be reduced to a minimum.

When you have done that you still have the human factor. There was an occasion when in one of these building engineering sites a dozen men were pushing loads of rubble from one spot to another, and one of the dozen was noticed to be pulling his barrow instead of pushing it. With our inventive genius we appointed a committee at once to look at this psychological aspect and there were several meetings. When no cause could be ascribed to this, one member with a sudden rush of blood to the head said, "Well, why shouldn't we ask the man?" So this brilliant idea was immediately put into execution; the committee assembled and this man was called and someone said to him, "My friend, we have been watching and we are interested in production. We noticed whereas these 11 colleagues pushed their barrows, and have been doing it for months, you pulled yours.

Now tell us why."

"Of course," said the man, "I hate the sight of the things."

Miss . In a number of plants under the War Production Board they now have labor management committees set up in over 2000 plants throughout the country dealing with just this subject, and they have subcommittees on health and safety which are I think equivalent to your welfare commissioners or officers. I wanted to point out another matter here that up to now, even including now, safety education has always been a matter that has been brought to management and they have never included labor. I think if they brought this to the workmen themselves and let the workers take a part in safety education you would have a much better or much lower accident rate.

Mr. Gordon. May I say the production committee is of course part of the factory organization. It is the welfare services I am referring to; they are supported by the government in the same way as factory inspectors and other inspectors are. Our joint production deals with matters pertaining to production, dealt with normally by the trade unions and employers; they have no questions of wages, policy, and so forth.

Miss Anderson. Miss Thompson invites everyone here to visit the Library and see an exhibit of British safety charts.

Captain.Sullivan. While this picture of industrial accidents to women and men of course has been painted here this morning as rather gruesome, I should like to point out that some things are being done to particular points that were brought out here. This matter of compliance with accident or safety requirements is being made a condition of employment. In the central district the larger employers, many of

them, make it a condition of employment that safety suits and appliances be worn. The representative from Maine brought up the question of discussions between employees and management. I would like to point out that we have two committees now in plants which are organized by labor. We have two procedures, the grievance committee and also the labor-management production committee. Both of these committees are active in bringing before management measures that should be employed to prevent accidents.

I know of a case of accumulated grievances - 90 in one facility - where 70 of them applied to the conditions of employment covering accident prevention, so things are being done, labor is being consulted and does have a voice in accident prevention.

Mr. Davie. I just want to reply to two or three things. Here we are all sitting around the table and all of us have safety departments and we all know that there are standards set up. I want to concur with my brother commissioner from Rhode Island that it is our job to go out and take care of those things; we have plenty of law to take care of much of what was talked about this morning. We have a Navy yard and quite a lot of governmental activities going on. We are also members of the committee and I have the privilege to represent in New Hampshire that part of the work on conservation of manpower, and of course that means womanpower, set up by the U.S. Government. I just can't concur with Brother Connolly, though I agree very much with what he says, and I believe he would go alohg with me that new help going into the plants are not always properly instructed as to the dangers and hazards that may be on that job that they are about to take up and I think we could do a lot of missionary work along the line of instruction, and/we get it confused with this word "education."

As I view the whole situation, if industry is the second line of defense, if we are going to take care of our boys across, I imagine many of you here feel just as I do, with a star in front of their home, I want to do everything I can to see that that boy over there has something to work with, so it is up to us who are engaged in the safety and health of employees to surround them with safeguards. We can't make them foolproof, we all know that, so they will protect them and save every man hour that we possibly can in the production of government contracts. I want to express my pleasure, Madam Chairman, to be down here with you girls again. I don't think you and I would dare to tell these people just what our age is but we do know the first hundred years are the hardest.

I have enjoyed the meeting here very much and I just want to say in conclusion, with the hope it will be helpful, that though we have a 48-hour law in the State of New Hampshire, we do have those people we talked about yesterday afternoon who want both ends in the middle. Here is Brother Taylor telling about 77 hours. Thank God, the unfair employer in my State is in the minority, but I found one of the most cooling effects - and they are getting educated gradually - on the fellow who wants both ends in the middle and 100 hours a week from his employees is to write on the side of his certificate when you are granting the concession the fact that he will have to pay under the Fair Labor Standards Act time and a half for all hours over 40 per week. Then he isn't so anxious to get that 100 hours. I hope you will all use that when you get hime. It works well.

We have been able in all of the government contracts - and I have granted clearances in over 60 industries - to hold the day shifts running up to 54 and hung four square with the 48 on the night shifts in all the plants

engaged on government work. I want to thank you for this opportunity to say these few words and to assure you - and I know I can say this without fear of contradiction - we are going to keep at it.

Miss Anderson. I think now we are ready to hear Miss Mettert sum up the conference this morning.

Miss Mettert. I should like to spend just about two minutes summing up this wealth of information that has been brought before the conference. Perhaps we can say that the special accident problems of women can be divided into three special classifications. In the first place a very great number of them are new and inexperienced workers; they are either new altogether to industry, having come from lives of housekeeping, or they are transferring in great numbers from peacetime industries to war industries and are inexperienced in that way. This involves, as many of you have said, very important problems of special safety instruction, and I am glad that many of you have brought out the fact that the safety instruction and education must be presented in the proper way and that it is a very particular education problem in itself; telling a girl to be safe is not enough; you must be very specific to teach her on the job and you must continue safety education.

It isn't a matter of inducting a girl in one day; it is likely to be 50, 60 or 100 girls and giving them a little safety pep talk and then turning them loose. It is a continuous process. The second way in which women differ somewhat from men and should be given consideration in safety is that they are somewhat different in physique, height, reach and in strength, and Mr. Zimmer brought out the point that in weight-lifting it is not so much the maximum weight as the method of lifting that is likely

to cause injury. We do have that problem of special instruction in methods of lifting as one of the important methods of preventing injury from lifting weights, and we have prepared that little chart to show the 7 important points in lifting properly.

There is another phase to weight-lifting and that is fatigue. Weights may be small and there may not be a danger of immediate injury, but there can be a danger of over-fatigue from continual lifting of even small parts or lifting above the shoulder level. Finally, there are factors of women's street clothing that are not safe for factory wear, and these have been given a great deal of consideration. Mr. Zimmer also brought out they will be standardized by the American Standards Association with the cooperation of a number of Federal agencies.

In preventing injuries to women, then, we should consider first of all adaptation of machinery before we put personal protective devices on the employee; the machine itself should be completely guarded. There is no excuse for hair catching around the spindle of a drill; if the spindle itself is not guarded, a cap on the girl is not sufficient. The machinery should be guarded first and then the protective clothing; if it is not possible to fully guard the machine, to put the personal protective device upon the worker.

If you can remove fumes from the work room you don't put a respirator on the worker and turn her loose in a room full of fumes or dust. Much has been said on the importance of adequate supervision in preventing accidents, and the importance of educating not only the worker but first the management and the supervisor, the need for foreman supervision. Not

so much has been said on exposure to harmful substances. Perhaps that is because we are in such a state of halfway knowledge as we are with mica. So many of these substances are new, or haven't been used since the last war. TNT has been mentioned as an example. The British have found in their almost four years of war that they have greatly decreased the number of TNT accidents, but they are not agreed, and I am sure we are not in this country, as to just what are the best methods of prevention.

The giving of milk to workers has been in use for many years and it does provide a better state of nutrition, which is no doubt the basis for preventing many occupational diseases. Some scientists in this country are experimenting with the use of vitamin tablets and find them also useful in that way, but there is no agreement on a great many of these harmful exposures, and they do require constant surveillance and constant inspection of plants to see that women employees are not harmfully affected by these exposures.

Miss Anderson. Does that cover the morning's discussion? We will come back at two o'clock.

Mr. Davie. The accident reports on women in industry have been very few, which would seem to prove that they might be more careful than men in their industrial activities.

(Whereupon at 12:40 o'clock the conference adjourned to reconvene at two o'clock.)

FRIDAY AFTERNOON SESSION

2:15 o'clock

Miss Anderson. We expect to get through early this afternoon. The question proposed this afternoon is the adjustment in home and factory to reduce absenteeism and increase production of women workers. We feel that this subject is probably one of the most important subjects because the living conditions are just as important to the workers as the factory conditions and just as important to the production, so that we want rather good discussion here this afternoon on what we all know about the living conditions of the workers, and particularly of the women. Miss Frederickson of the Children's Bureau is not able to be here but we are very fortunate to have the Chief of the Children's Bureau, Miss Lenroot, to start the discussion.

Miss Lenroot. Thank you, Miss Anderson, ladies and gentlemen, I think the problems involved in the relation of care of children and wise employment policies with reference to mothers of young children and the manpower problem, including the problem of absenteeism, is uppermost in your minds and does not need very much of a factual review from me. However, there are a few points which I should like to have us keep in mind as a background for our discussion. Going back to the figures that were given you yesterday by the Secretary with reference to anticipated manpower needs and proportions of women, I should like to carry it a little further with something that is merely an estimate based on certain sample surveys as to the numbers of children involved, with given numbers of women in employment.

Assuming an addition of some 3.4 million women workers to the labor force by December 1943 it is estimated that from 1.2 to 1.7 million of these additional women workers may be expected to be women with children so that the number of children involved probably will be from 2 to 3 million. On the basis of available figures it is estimated that approximately six percent may be expected to be under the age of 2, 40 percent from 2 to 5 and 54 percent from 6 to 16 years.

Very frequently we think of child care in terms of the care of the child of preschool age, where as a matter of fact the problems of the supervision before and after school and during vacation and holiday periods of the children of school age is numerically greater than the problems of the preschool child. Local enrollment campaigns are being planned by the War Manpower Commission for 103 areas to be undertaken before July 1. Material presented by the Office of Defense Health and Welfare Services to the House Appropriations Committee and prepared in collaboration with the Manpower Commission, the Children's Bureau and the Office of Education, gives data concerning the estimated number of children needing care in these 103 enrollment areas, based on the number of men and women in the 1940 labor force and estimated number of women to be added, with estimated number of children needing care because of the employment of these women. The figures total a very large amount, somewhere in the neighborhood of 350,000 children.

Of course not nearly all of these children will need community care at public expense. The majority will be provided for through individual arrangements, relatives, people in the home or neighbors outside the home, but there will be a substantial proportion who will need community services,

paid for in part by contributions from the parents and the proportion who will need community services is probably a good deal larger than it would have been if we had had this number of women in the labor force and children represented in normal times, because obviously the shortage of domestic help is a very important factor in the ability of women to provide substitute care when they enter employment.

The problems of care of children and of meeting also the other home responsibilities of the mother are very great and because of recognition by the Federal agencies of the very tremendous difficulties presented in trying to provide substitute care, difficulties not only in terms of a job, that no matter how good it is less desirable ordinarily than the care that the mother could give if she did not carry on a double task, and difficulties in terms of the amount of labor required to substitute for the mother, so that addition to the labor force involved in the addition of mothers is much less than the total number of mothers added.

For all of these reasons the policies have been adopted and repeated, reiterated to the effect that recruitment of women with young children should not be made; active effort should not be made to recruit such women until full use has been made of all other sources of labor supply. Lady Simon of England, who has been in this country lecturing on subjects of child care, in relation to the employment of women, is an authority on the problem in England. She is a member of the Education Committee on the Manchester City Council and is quite familiar with problems in the Lancashire area. She points out that as the employment of mothers increases the number of workers needed for the service industries as well as the number needed to provide care for children increases, and particularly

as one goes into the lower age groups, so that in England, and now increasingly in the United States, those concerned with the problems of children have been tremendously interested in the possibilities of increasing part-time employment as an alternative either to the employment of mothers or the full-time employment of mothers.

That is, there are two aspects of the part-time employment problem to bear in mind here; one, the part-time employment that involves a labor supply, making it unnecessary actively to recruit mothers of young children, and then part-time employment of mothers themselves, which greatly reduces their problems and increases the chance that children will not be neglected. In spite, however, of all of these cautions and all of the assistance that can be given to employment policies which will emphasize the importance of the home responsibilities of children, we know that there are many children now without adequate supervision because of the employment of mothers, and that the numbers are bound to increase.

In the first place the numbers of women going into employment on their own motion, without regard to whether active recruiting campaigns are being carried on, will undoubtedly increase very greatly if fathers much more generally than now are taken into the armed services. We do estimate that about 140,000 babies will be born this year whose fathers are in the service, and the numbers of children will be much greater if the Selective Service policies result in a great proportion of the men under 38, regardless of marriage status and status of dependents, being taken into the Army.

We have no total figures of the numbers of children in the country

whose mothers are working or the numbers needing care. We can only make estimates, but recent partial surveys in 49 areas or industries participating in the war effort according to information in the hands of the Children's Bureau showed over 61,700 children in need of care in these 49 areas, or industries, of whom 27 percent were under six years and 73 percent between the ages of 6 and 14 years. The problems of providing service for children once you make up your mind that there is to be a necessity for service, involve two fundamental principles. First of all, you cannot plan for adequate care of a child who is deprived to some degree of home supervision and care by reason of the employment of the mother without taking into consideration all aspects of his life, his health, his educational opportunities, his recreation - if he is a child of an age to have recreational activities apart from those within the nursery circle, and the question of whether or not he has some adult who is responsible for knowing where he is and what kind of care he is getting.

Therefore it has been necessary to emphasize in the development of these plans the fact that they must be developed on the basis of collaboration by a number of departments and agencies, a number of different professions and with a participation of both non-governmental and governmental interests. For this reason the Children's Bureau and other agencies early began to urge the formation of State day care committees, as we then used the term, and as they are largely used now with reference to committee organization. The Office of Civilian Defense and the Office of Defense Health and Welfare Services have collaborated in the effort to secure overall planning committees and policy committees in the States, and we now have 43 States with such committees, on which heads of welfare,

education and labor employment agencies serve, and very often representatives of non-official groups.

Most of those committees are subcommittees of State Defense Council committees or committees of State Defense Councils. There are several hundred local communities where there are committees similarly constituted. The next principle that I want to emphasize is that you must have a variety of services in order to be adapted to have your program adapted to a variety of needs, because you cannot provide for all children whose mothers are employed in the same way. It is obvious that you can't do this when you consider age distribution, but there are also other factors which enter in which make a flexibility of a varied program necessary. We had a very interesting letter the other day from a person in Pennsylvania, a father who said, "I can quite understand why you need different types of care in a day care program because I have two boys whose ages are so and so. The two boys would need quite different types of care because of their differing situations."

The child under two should never be cared for in group care in a nursery or day nursery or day care center because experience through the years has shown that babies do not thrive under that kind of care. They do not get enough individual attention and mothering and the danger of infection is greater. We hope that mothers of infants under two will be the last to be called upon, but we know that many are already working. The very fact that many babies are coming into families where the father is in the service and the mother is receiving an allowance or allotment from the Government means that very often she will feel that she needs to supplement her income and so for these babies a system of individual

care in what we call foster family day care homes is necessary, carefully selected and supervised under State law and State standards.

Then the sick child obviously needs special care, either in some sort of a convalescent home or sick bay, as they developed in England, or in individual foster family homes or in special quarters in a group care center. Then there are the preschool children who need full-time care in which the principles of nursery school education are carried on, and that care may be provided either through the nursery schools in existing school facilities with an extended all-day program, which of course involves the question of meals and other things, and in day care centers in the community.

The school children I have mentioned as needing a variety of programs for before and after school supervision. They may be provided with a home base through extended school activities which are being promoted by the Office of Education, or through before and after school care in individual family homes, or in a variety of recreational and other activities available to them. All of these require the cooperation of different agencies, both public and private.

Then for some children a type of care that has come to be called home maker service is the best possible type of care, where a woman with some training and under some supervision is sent into a home to do the homemaking job and look after the children. It is very difficult to secure that kind of care now because it is expensive and because of the shortage of women available for it, but for some types of children, especially the sick children and perhaps families where there are several children, that may be the best type of care.

Then basic to all these is the information and counseling service which should precede the decision as to what type of care should be given, and if possible even the decision as to whether or not the mother should be employed. All of these are elements in a community child care plan which should be developed through the collaboration of various agencies represented on a community committee and we have a 3-page statement here which we have copies enough of for you, which outlines these types of care and also outlines the procedures to be followed in obtaining Federal funds through the Office of Defense Health and Welfare Services or in this case merely a reference to the Federal Works Agency through which Lanham Act funds are secured.

In order to promote this type of State and local planning the child welfare workers who are already employed in all the States and in a number of communities under the child welfare service part of the Social Security Act under Federal aid have given a good deal of attention to this problem and in some States the child welfare service funds are still carrying the full responsibility for this planning, but obviously they could not carry the full load because of the ramifications of the program and the amount of funds required, so last August, as you know, an emergency allotment of $400,000 was made available from the President's Emergency Funds to be used on the basis of grants to State welfare agencies on the recommendation of the Children's Bureau and State education agencies, on the recommendation of the Office of Education.

Those grants are to be used for overall planning, fact-finding, and administrative services on the State level or the local level, but not to be

available for actual operation of day care centers or extended school programs or other types of operating programs. The reason for this limitation was that the WPA program was still in existence with a minimum of $6 million earmarked for WPA nursery schools, and that it was being tested as to whether or not Lanham Act funds could be made available. There are now 23 States that have submitted welfare plans through the Children's Bureau and all of these plans have been approved, and 30 States that have submitted education plans through the Office of Education, of which 26 have been approved by the Office of Defense Health and Welfare Services.

In over 30 States there is one or another plan in operation and in upward of 20 States both plans are in operation. We have felt that you could not say this was merely an educational program, or merely a community program; it has to involve both, and so it has to involve the education and welfare agencies and the collaboration of the health agencies, which in every case must be drawn into the planning from the point of view of health protection. These plans have provided for 116 consultants, the welfare plans 116 consultants of whom 20 were in the States as directors of State day care programs or State consultants or coordinators or secretaries of committees, and 32 are to serve as field consultants on a regional basis within the State, with 64 to be employed in local areas for assistance in community planning and organization.

In the States represented by this conference you may be interested in the situation. Connecticut has a welfare plan in preparation; Delaware has a consultant on the State staff to determine need. The District of Columbia has an education plan approved. Maine is using child welfare service funds to provide an executive secretary for a day care committee

and a consultant and has an education plan approved. Maryland has an education plan approved and a welfare plan in preparation. Massachusetts is using child welfare service funds to explore the need and develop a plan. New Hampshire is reviewing the situation with a view to submitting a welfare plan and has an education plan approved. New Jersey has both education and welfare plans approved. New York has an education plan approved and a very active day care committee bringing all the elements of the program into cooperation.

Ohio has an education plan approved and is using child welfare service funds for welfare. Pennsylvania has been working on the problem and a bill has been introduced in the legislature for $5 million to the Department of Education to establish day care facilities. Rhode Island has a State-wide Lanham Act project on education approved. So plans are going forward in this region. As time went on it became obvious that it was of essential importance that service and funds should flow through coordinated channels and that it was difficult to separate planning and administration from operation, and so the Bureau of the Budget, with the approval of the President, recommended the inclusion of an item of $2,800,000 for payments to States and $89,000 for Federal administration to be included in the urgent deficiency act, the first deficiency bill for this year to provide an extension of the grant-in-aid plan now being used through the Office of Defense Health and Welfare Services to include operating expenses, leaving the Lanham Act funds for capital purposes, construction and major repairs of $1000 and over.

There is a lot of testimony as to need and program in hearings before both the House and Senate committees and the matter, I suppose, is

up on the floor of the Senate right now. The item was not included in the bill as it passed the House but the Senate committee recommended its restoration. On the last page of this little statement which you have is a statement of the procedure for obtaining Federal funds under the present grant-in-aid program. If the amendment is included and passes Congress - approved by the conference - there will be additional information given out as to the methods by which funds may be secured for actual operation through the development of plans under the guidance of State welfare or State education departments, but essentially the channeling and the procedure will be the same.

I want to mention, to go back to the labor side, the question of shifts which of course is exceedingly important. Rotating shifts make it almost impossible to work out plans for children, and shifts which mean the employment of women in late evening hours or graveyard shifts make it very difficult because there is one thing that we are very anxious to avoid, if possible, and that is 24-hour care for children, day and night care which means setting up really institutions and separating the children from their parents. We know there are very great problems involved in the question of assignments to shifts. We did have a conference with representatives of various labor groups to explore this problem and the people there present thought that if the right kind of an appeal were made, organized labor would be sympathetic to the importance of the policy outlined by the Manpower Commission as to assignment to shifts, but if we can get the basic program planning straightened out so that we know who has the funds and we can carry forward the plans being developed in the local communities, I think one of the major functions

of the local committees will be cooperation with labor and management in trying to solve these very knotty problems of shift assignments.

Miss Anderson. Thank you, Miss Lenroot. Before we begin the discussion and ask questions we want the other part of the program presented and Miss Alice Angus of the Women's Bureau is going to present that part.

Miss Angus. The Women's Bureau has prepared a statement of the causes of absenteeism and some of the remedies we suggest, and in my few opening remarks what I want to bring out is the approach that the Bureau takes to the problem. There are two points that I want to make. First, we realize that absenteeism among women is due in great part to causes beyond their control as individuals and that in order to correct the problem some help must be given them by employers and by the communities in which they live.

The second point that I want to make, or second consideration that I think we should take up this afternoon, is what can State labor departments do to help employers, and also communities, correct the problem of absenteeism. There has been a great deal said about absenteeism, particularly lately, and much of the newspaper discussion regards it as a new form of delinquency. There is very little said in the press at least about justifiable absenteeism or involuntary absenteeism. There is a bill, as you all know, in Congress right now to make men who are absent a certain number of times subject to the draft, even though they are necessary and engaged in essential occupations.

Then as a corollary to that it has been suggested that names of people not subject to the draft, which would be women to a large extent, be posted in the local post offices and made a subject of public display or

shame. All of this shows what we think is an inadequate and basically wrong approach to the problem of absenteeism because it doesn't get at the causes. Actually absenteeism among women is something that they very often cannot control and I think all the people here realize that. As the subject has been mentioned in previous sessions of the conference, and the idea has been always conveyed, much absenteeism is involuntary and is due to causes that can be corrected only by the employer and the community.

For instance, Miss Perkins said in her opening remarks yesterday that much absenteeism is due to sickness and that women have twice as much sickness as men. Then fatigue, which is also a very great cause of absenteeism was mentioned several times yesterday in discussing the hours of work, and Mr. Gibson from Michigan, you will remember, said that in one plant in Michigan where a permit had been granted to work six days long hours, after a time women began taking Saturday afternoon off, both for reasons of fatigue and because of their outside personal problems. In this morning's session Mr. Gordon mentioned another cause of absenteeism, which is women's outside household responsibilities. That is the difficulty they have in carrying on a full job full-time in the factory and also keeping up a family, doing the shopping, marketing, and all of the other things which must be done if you are going to carry on both jobs.

In that connection the best statement of the double job that many women are now doing in the war is made in a publication of the Ministry of Labor of Great Britain, which was published last September and I think it is very pertinent for the reason that the women who will be

recruited from now on are going to come from the homemaker class more than they have in the past. Miss Perkins said yesterday that this year of 1943 we will need 2-3/4 as many more women and that probably 2½ million of them must come from women who are now classed as homemakers. Now these women will not be able to get assistance in their homes so that they can do their job at the factory exclusively, and not do any work outside the factory. They will still have a double job. This is what the British Ministry of Labor says about the problem:

"Recent investigations have been made in the absenteeism in a number of factories and the following excerpt is quoted from the report of the investigators:

> "To understand the problem of absenteeism it is necessary to appreciate the tremendous sacrifices made by such a large proportion of the workers in accepting what amounts to a destruction of their home life. A married woman with a house and a husband and children already has a full-time job which is difficult to carry out in these days. Yet thousands of them are working long hours in factories. They are trying to do two full-time jobs. If they can carry on with a mere half-day per week off the ordinary factory hours they are achieving something marvelous. It is time somebody said more about women's efforts on these lines and more about the arrangements which ought to be made to enable them to carry on."

"It is not only married women's home lives which have been completely upset, although they are the group needing most consideration. Men's home lives are disorganized by the fact that their wives, daughters,

parents, other relations and neighbors are all going to work or because they have been sent away from their families to work. These major facts must be taken into consideration in forming opinions on absenteeism and in seeking remedies. They should not be confused with domestic difficulty but recognized as a tremendous sacrifice made by an enormous number of womk people to help the war effort."

Recognizing, then, that the problem of absenteeism among women can only be corrected or partially reduced if they receive help with their problems from employers and communities, the next thing that I think should have consideration at this meeting is what State and Federal labor departments can do in a practical way to help the situation. It seems to me that State labor departments are in a particularly fortunate relationship in this respect because they already have contacts with the leading industrial plants in the States, with all the plants in the States. They know the working conditions at the factory and they are able to get information in the course of their usual work to show what may be causing absenteeism in a particular factory.

They know in addition and are often asked for advice, or they can tactfully make suggestions in addition to merely inspecting and enforcing laws. In this connection I want to comment on an example of what State departments can do and some of them are doing, I am sure. I want to comment on what the Women's Bureau has been doing since the beginning of the war to help employers with this problem and other problems. Right after Pearl Harbor our field agents started in to make constructive suggestions to employers whom they contacted in the course of their statistical investigations and at first, of course, employers were not very much interested

because they had very few women employed.

The first survey that we did in the aircraft industry in April 1941, of 7 plants visited there were only 143 women employed at that time. A year and a half later, December 1942, we went back to the same plants and of course many other plants, but in these 7 plants there were 65,422 women employed. Naturally that increase of employment from 143 to 65,400 in a little over a year and a half had made employers aware of the need of constructive suggestions and the problems they were facing on which they might obtain some help from labor departments, and I want to read a letter which was just received this week about one of our field agents, showing that employers do appreciate constructive suggestions and that they are glad to have people come in and tell them how they can improve their working conditions, and in that way meet some of their problems.

This letter is from one of the largest airplane companies in the Middle West and I will read just one paragraph that is significant here:

"Of all the Government people who have visited our plant, Miss Wolfe did one of the most constructive pieces of work with which we have yet come in contact. I told her quite frankly that she came into our plant with two strikes on her. All of our energy and efforts are bent towards the production of important airplanes. it is our privilege to build. We are most anxious to do anything and everything to improve our working morale and otherwise aid that production program.

"All too frequently, however, people from the Government come to us with Washington desk plans that look fine on paper, but they just don't fit our particular problems. Miss Wolfe came down here and lived with us, so to speak; she learned our language and problems at first hand and then

went to groups of Wichita citizens, men and women, and explained these problems. She also talked to groups of employees in and out of our plant, with splendid results. Her criticisms were tactfully made and her suggestions constructively given."

I suppose that you would be interested in knowing what her recommendations were, which the employer found so valuable, and I have here also the firm's schedule on which is attached a copy of her recommendation. I think they are worth reading because many of them would apply to suggestions which State labor people could make to employers if they found the same conditions in other plants.

The first was recommendations, 1, installation of women counsellors to aid inexperienced women workers in making necessary adjustments to factory environment and work; 2, a daily record on absenteeism kept by sex and by department. In connection with absenteeism she goes on to explain why they were higher in one department. The humidifying system had given them continual head colds. This was something the management could correct and that was brought to his attention. The third point, that women employees be allowed to have a voice in formulating rules and regulations concerning uniforms. That also was discussed. She says if they help make the rules they will observe them more readily. I thought that was very interesting in connection with this morning's discussion when it was said that the Women's Bureau prefers a democratic method of getting employees to wear uniforms.

Other statements were made; that one good way of getting them to wear uniforms is to let them see a serious accident, or if that isn't available, to show them a picture of a very serious accident and have it on the wall

at all times before them. The reason why we think that a democratic method should be used in formulating rules on uniforms is that very often or usually employees pay for these uniforms. Part of their money goes into it and therfore they ought to have a right to say what they are going to wear. It is not that they would by having a voice avoid wearing uniforms, but they would be more satisfied with the type of uniform they are obliged to wear.

Those three recommendations which our field agent gave at this one plant are suggestions, I think, that State people could use and in addition there are some others that may fit some other plants. In all plants of course we think there should be a system of keeping adequate records on absence, not merely for the sake of keeping records but so these records can be analyzed and the causes determined; in that way you can tell whether the absenses occur more frequently in one department than others or whether one individual is more subject to sickness, or some other cause of absence than others, and you can take steps to correct it.

Another method that we think should be used in all plants is to have one person responsible for keeping records or for checking causes of absence. This person may need assistance in a large plant but at least there should be a centralization of authority and it should be in a person who is capable of an understanding and tactful approach to the workers. Miss Wolfe suggested in her schedule that there should be women counsellors and those of you who attended the dinner last night heard Dr. Lubin say that on appeal cases on absenteeism in Great Britain they use women counsellors, and that he wasn't allowed to sit in on one of the meetings be-

cause it was said they wouldn't talk before a man.

Of course that is the reason for using women counsellors and women to check on problems or to handle problems that deal particularly with women.

Another method which might be useful, which has been useful in some plants and will be increasingly useful of course, is part-time work for women. In Great Britain this system has been used a great deal. It has been recognized that some women, due to home responsibilities and young children, cannot do a full week's work in the factory and for that reason they have been used either part days or on alternating days, or on half shifts or in some other way, so that they do make some contribution to industry and still keep up their home. In this country this has been tried in a few isolated plants that we have records of, and it has been tried to some extent in the service industries which of course has a virtue because it releases service people for work in industry.

Another method by which State labor departments could suggest to employers of course is to help employees with transportation. Some companies have furnished their own buses and are trying to help workers solve this very difficult problem, because with poor transportation facilities a working day is of course increased at both ends, sometimes two or three hours.

Before general discussion starts I want to say that the Women's Bureau has been building up a fund of information on this subject. We have our field agents now in all parts of the country and they are available for consultation with State labor departments as well as with employers, and in this way we do obtain information that transcends State lines so that

if any particular problems arise on which you need help in helping employers, we can give you information about methods that have proved successful in other places and other States.

Miss Anderson. I hope we will have a very good discussion of these two subjects. They are practically one, but they do relate very closely to one another and I hope you will either ask questions of either Miss Lenroot or Miss Angus or discuss the problems as you have found them in the States.

Miss Lenroot. I may say I just had word from the Senate that they did not approve the appropriation for day care, so I think the next step would be a bill, but it will mean delay anyway.

Mrs. Ackroyd. I wonder if the appropriation for the Lanham Act is still available.

Miss Lenroot. It is still available. The Lanham Act funds are granted for projects in local communities and up to date they have been used only in connection with specific projects, a group of day nurseries or nursery schools or service of that kind, whereas one of the purposes of this other program was to make funds available for a wide variety of services. However, it is still possible to make application for Lanham Act funds through going through the WPA State supervisor and the regional office of the Federal Works Agency. The Children's Bureau is the certifying agency as to war need for the welfare projects and the Office of Education is the certifying agency for education projects.

There have been only a few welfare projects matured and finally approved. More education projects have been approved.

Miss Anderson. Any further question?

Miss Papert. How many day care centers have been set up under the Lanham Act funds?

Miss Lenroot. I am sorry I didn't bring down something I dictated just the other day in the House hearings about a month ago. There was a tabulation submitted which I think I have. About the middle of February there were 28 approved projects under the Lanham Act; 28 communities with approved projects; 260 units and 9,605 children estimated for; pending approval there were 62 communities, 546 units, and 22,000 children estimated for. Those numbers are a little larger. I had some more recent figures the other day which I forgot to bring down, but they are not substantially different.

Miss Papert. Approval doesn't mean the project is as yet in operation?

Miss Lenroot. Some of them are WPA nursery schools that would be taken over. I don't know how many of those are actually in operation.

Miss Anderson. I would like to ask a question to bring it out, whether or not or how do you go about actually getting the nursery schools under the Lanham Act?

Miss Lenroot. Miss Montegriffo, would you like to answer that?

Miss Montegriffo. Usually they have been going through the board of education, the State board, but they can also go through the State welfare as a welfare project, and it should be a community-wide project and there should be evidence of need from some sort of preliminary survey. Then it goes through the regional and/or State WPA officer at the present time, where they still exist, and then it goes from there to the Federal Works Agency. There is approval, of course, by the Department of Education.

Miss Lenroot. Certification as to need. One of the problems of the

Lanham Act is that it was written for construction purposes and not for service purposes, and it prohibits the Federal agency from having any control over standards so that all the certifying agency can do is to certify that there is a war need for this service. Of course it is possible to make comments as to the type of project but it is not exactly an approval of the project; it is certification of the need which goes from the Children's Bureau or the Office of Education to the Federal Works Agency.

Miss Stitt. Does the State have to show financial deficit in order to get the funds?

Miss Lenroot. Not any longer. In December they got out an operations letter which took the position that because of the necessity for developing this type of service and the relative newness of the service it was not possible to proceed on the definite financial basis. The Federal Government will contribute only 50 percent of the total cost of operation but they do not include certain items such as equipment and rental in the cost of operation. The parents' fees are of course expected to contribute a portion of the cost. The financial arrangements would have been similar under the two plans, the Federal Government contributing not more than 50 percent of the cost of operation and parents' fees being included in the other 50 percent.

Miss Anderson. I was wondering if the Lanham Act - if you will just demonstrate the need and the need for war, if any of that money could be used for facilities in the District or in the community, such as for instance in a community where you have a service of a community outside of a big city, a small community where you have built some housing and that

housing is not sufficient for the workers needed in that community, and there is no availability of any material to build any more housing, and for that reason when new employees are asked to come into whatever the occupation is - I am thinking particularly of shipyards - where they have to have new employees, the families living there have to of course supply those, and the supply will be the women. Then it seems to me there are certain things that have to be done. We have to have nurseries but we also have to have more than that. We should have probably a facility for food, community kitchen, if we might call it that, or we have to have laundry facilities. Now is it possible under the Lanham Act to get money to start this? Obviously the community right there is not the kind of a community that can do it themselves.

Miss Lenroot. I have never heard of Lanham Act funds being used for such purposes; I wouldn't say it was impossible. Of course you have the difficulty, if it is a laundry facility or food facility, of whatever auspices it should be conducted, and the Lanham Act funds, although they are not restricted by law to public agencies, usually preferance is given to public agencies. In very few cases do they go through private agencies, so there would probably have to be a municipally operated or town operated project of some kind.

Miss Anderson. Of course where you have a big factory and have built around that factory and most of the employees live there, you really have a new community; you haven't anything back of that community at all, and I am just wondering then if the Government would not have to finally - we haven't anything yet but I think we are facing it or will be - if there is anywhere in the Government you could get at least the starting point of

this. It will probably take care of itself a little later.

Miss Lanroot. It might be worth discussing with Mrs. Kerr.

Miss Stitt. To what extent do you find employers are establishing day care facilities, to any extent?

Miss Lenroot. They are here and there. I don't think there are a great many yet established.

Miss Stitt. Have the unions?

Miss Lenroot. Not to any extent.

Mr. Seitz. From such investigation as I have made of absenteeism, which has been very desultory, I have learned that the absentee rate among women is much higher than the absentee rate among men workers and that the greatest amount of absenteeism comes on Monday rather than on other days of the week. Now we are told by Dr. Lubin last night that it is the practice in England to pay double time for Sunday work. I read that absenteeism on Monday in the United States may be due to a number of causes and it has been suggested that it might be due to riotous living on the Lord's Day, or perhaps the fact that pay day is very frequently preceding Sunday.

I think inasmuch as the approach to the question of absenteeism in relation to overtime pay is entirely different in Great Britain than in the United States it might be profitable to look into that question and ascertain whether you are going in the right direction. I don't know that anyone has made any specific study of that problem.

Miss Carr. I wanted to ask if the Labor Department or anybody has made an effort to work out what might be a standard form for any establishment to take over in making critical analyses of its own absenteeism.

Miss Anderson. We have.

Miss Carr. Has anyone used it?

Miss Anderson. We are working on it.

Miss Carr. I was so amazed to find in a shipyard that I have been in recently that a man is absent when he is not working, even though he in one case had worked for a year and a half for 7 days a week, but when he isn't there he is absent. Obviously such bookkeeping can't be called absenteeism.

Miss Stitt. Isn't that another thing that has to be decided, defined, what we really mean by absenteeism? Miss Angus, do you have anything on that?

Miss Angus. Could I say something about Mr. Seitz's point? Of course we are all familiar with Executive Order No. 9240, which prohibits payment of double time on Saturday and Sunday in this country, although they still have it in Great Britain, unless the worker has worked 7 days, so that as he points out it couldn't be a reason for Monday absence, but there is a statement in a bulletin of the Connecticut Employment Service, which by the way made a very interesting investigation of the meal period in relation to absence, and they also have gone into sickness. This is what they say:

"Not even the fact that Monday morning absences exceed all other days as an indication that workers have spent their weekends unwisely; competent industrial physicians have pointed out repeatedly that men who have fought off a cold or feeling of illness during the work week, keep fighting it off until the letdown of the Sunday layoff. When Monday comes they don't have the drive to get back to work. Monday morning absences are as likely to result from excessive fatigue, the cumulative result of a 12

or 13-hour day or night over a period of days."

Miss Lenroot. With women there might be some relation to household responsibilities.

Miss Anderson. The Consolidated Aircraft Company didn't make any bones of it at all and told me that when they were working 10 hours a day that their absenteeism was about from 10 to 15 percent during the week, and then when they began to employ women the California law didn't allow them to employ women more than 48 hours a week, so finally they tried to get exempted and couldn't and then they said they had a meeting and the overseers had the meeting and said, "Well, let's put them all on 48 hours a week; let us all work 8 hours a day and 48 hours a week," and they said, "We cut down the absenteeism to 4 percent from 10 to 15 percent during that time." They also cut down a lot of the quits that they had, too, in that time.

So probably hours of work and fatigue have as much to do with absenteeism as any other question.

Miss Papert. We had a similar experience in New York. We have just gotten out a report on wartime working hours for the firms that had relaxations from the hours laws, from the six-day week for men and the 48-hour law for women. One firm requested 60 hours and then shortly afterwards withdrew the request because they found that both the men and the women got too tired, absenteeism increased within two months. In another aircraft plant on a 60-hour week they found that in a short time absences increased about 15 percent and on a 54-hour week for women they still had more absences than they thought advisable, and they cut it down so they could operate on a 3-shirt basis. This report, incidentally, is a supplement

to a report that we got out in August 1941 in which we summarized all the scientific evidence on relationship of hours to production, and this report on wartime working hours is bringing that up to date, not only with our own New York experience but scientific evidence that has been accumulated and reports of other States and also other countries, and if you haven't gotten it, here it is and you will probably get it in your mailing list.

Miss Anderson. We like to get all the evidence we possibly can.

Mr. Gibson. I would like to make a couple remarks about these two problems. I was a little bit amazed when I saw them on the program this evening because they are very vital problems that have confronted every State department and all of industry, and they are two problems that have so many ramifications that you hardly know where to begin, and you never get to the end of them. That is just about the situation when you are discussing absenteeism. I am on a State child day care committee, such as you spoke of, and frankly I have become so discouraged with its operations that I have had to quit attending meetings because my time is a little too valuable to take up doing nothing, like they are in the habit of doing. Every week I get volumes of typewritten matter on child day care and I have a stack on the table in back of my desk about a foot high that I haven't even had a chance to read.

It seems to me that isn't approaching the problem of child day care at all. I think so far we have failed miserably in our approach to child day care. From my observation, and it is very limited and I don't profess to be the expert in this field at all, the fact that we are trying to establish child day care centers in schools and various other places seems

to me to be one of the weaknesses of the whole program. Of course the other is gettng funds and getting the thing moving. I realize that, but it seems to me that for any success the child day care program in connection with employment should be established in the very close vicinity of the plant itself, where the mother is going to work. If a mother has to leave home with a child and cart it over to a school building in a city like Detroit, maybe a couple or three miles, and then maybe catch another streetcar and go the other direction to work for another four, five or six miles, the inconvenience of it all doesn't make it worth while.

On the other hand I have heard about the cigar plant down in the South that has child day care facilities within the plant, where a mother can leave her child 24 hours a day or six days a week, and I would be afraid of a situation like that because I think it is very easily developed during a period like this where the mother might leave the child there all week and maybe take it home on weekends and maybe not. I think we have to watch some of these things very carefully, but on the other hand I think if child day care is going to be successful it has to be practical and the most convenient place where it can be established seems to me to be the end of the whole thing.

I think industry has to be interested in establishing child day care centers in the immediate vicinity of theplant where the mother is going to work. I think when that is done you will be able to get a lot of children to go to them, and to me there is one other problem a lot larger than the small children that we talk about when we talk about child daycare centers, and that is the problem of the teen-age youngster which we all admit is the most critical point in the life of every child. When they

get to be about 12, 13 or 14 years of age those are the youngsters I think too lightly we say can take care of themselves pretty well. I say a lot of mothers leave a lot of teen-age girls and boys running around the street and our child delinquency problem in this country is going to certainly surpass everything thatwe ever comprehended before.

In discussing absenteeism I don't know where you would start or finish. There are so many things that enter into that and I think some of the suggestions made here, and probably the most basic one, is proper and adequate records on absenteeism within a plant. You can't have any corrective action on anything unless you have records to indicate what is causing it; you can't have any corrective action until that material is available. I think an organized personnel program along that line is most essential.

In one of our Michigan plants where they started keeping adequate absentee records, immediately they started finding where the external environmental exposures in the plant were causing all the havoc and trouble in the plant. Immediately they could trace it to departments or sections of departments by these absenteeism records. They are extremely valuable. We find where these nerve-racking jobs are causing people to lay off work. I think the home life of individuals, what they eat, accidents, sickness and their own personal likes and dislikes, certain types of entertainment fit in this picture very definitely. It is something that only education is going to correct. I think State departments can cooperate in education programs between workers and management to cut out the, shall we say, wilful absenteeism.

I think that can be reduced substantially by a good educational and

perhaps a poster program within the plant, between management and labor. When we go from there then it becomes management's problem to get to the very cause, to the very root of the absenteeism and start the corrective action from that standpoint, and most of it, a lot of it, is from that standpoint, particularly those environments in and around the plant; of those at home, only the education of the worker himself is going to do very much along that line. The proper medical care is perhaps one of the essential things to curtail absenteeism in a plant.

Miss Stitt. Mr. Gibson, you have a 54-hour law and I think you agreed with us yesterday that long hours helped to increase absenteeism and bad conditions. Are you in a position through your labor department to advise with employers to cut those hours?

Mr. Gibson. We always do. I always recommend that no employer operate more than 8 hours a day or 48 hours a week. That is my standard recommendation. As a matter of fact I always use the argument of absenteeism and curtailment of production because of long hours when somebody comes to me and asks for an extension of hours on a permanent basis. I just immediately tell them, "You are just foolish. This is what is going to happen if I allow you do it. I am going to allow you to curtail war production, or do the things that are going to keep it at a higher plane." We never hesitate to step beyond what our laws are and make recommendations to industry in a rather forceful manner.

Miss Stitt. Does that work? Do the employers take those recommendations sometimes?

Mr. Gibson. Very frequently. The only case where I granted more than 48 hours the result was immediately the girls took a half day off on

Saturday, so we didn't gain anything by it. If we had stayed on 54 hours a week we would have more production and less absenteeism than we did have.

Miss Lenroot. I would like to comment on Mr. Gibson's early points. I certainly realize that this program has been very slow in getting started, for many reasons; that undoubtedly there are many committees that haven't yet found themselves and that the answer cannot be committee action, that it must be action through responsible agencies whose efforts, however, are brought together in some way in some liaison relationship, but beyond that it seems to me that Mr. Gibson's second comment was rather contradictory of his first, because he spoke of the problems of the teen-age child, and that is one of the reasons why we have been most concerned about getting a comprehensive plan that will include facilities in the schools and recreational facilities.

Obviously you cannot take children of school age away from their homes and away from their neighborhoods, maybe a number of miles away, to a plant and keep them in a plant all day. Those children must have a chance to go to school and have their normal community relationships in the place where they live, so that the day care center or nursery in a plant would not answer the problems of the child of school age or teen age. With reference to preschool children also the problem is very difficult because many of these plants draw workers from rather long distances and the problem of subjecting a young child to the long trip in all kinds of weather that is involved in going to the plant in the morning and home at night is a very serious one.

Moreover, many plants are not so located or so set up that they are suitable for the kind of environment that preschool children need. I

recognize fully the problems confronting the mother who has the job of going out of her way to take the child to a center and then maybe going the opposite direction to the plant. All I can say there is that a diversified plan should include a variety of measures, some of which would be individual homes located in the near neighborhood if there is no possibility of having group care or a center near at hand, and that also possibly through some extension of a mother or volunteer scheme whereby the mother might have assistance in getting the children to the place of care. It is not at all an easy problem and I am not at all surprised that these points have come up, but I do want to point out that we can have any such simple solution as one type of thing in a plant and meet our problems.

Mr. Gibson. I think you didn't follow me, or you misunderstood me. I touched on the small child or preschool age child first and then discussed the teen-age child later, and naturally I don't feel competent to make any recommendations on how to care for the teen-age children, but I merely pointed out that as being one of the very real problems.

Miss Lenroot. You were thinking of the plant, then, only for the preschool child?

Mr. Gibson. Yes, because I don't see how you could successfully handle teen-age children in a nursery. I didn't say in the plant; I am a little afraid of that, too. I said in the near vicinity of the plant.

Miss Lenroot. I think that has to be decided on a community basis; whether your facilities are to be set up near the plant or near the home has to depend on your analysis of the situation.

Mr. Gibson. I think if it is near enough the homes or the plant not to inconvenience the mother too much it won't make too much difference

where it is. If she leaves the child within a block or two I think that is the most satisfactory solution to it, where that can be worked out. On the other hand if we have to go to centers then I think they had better be established in the vicinity of the plants. The problem you point out of long traveling to the plant is another thing, but I think that we have to think about the mother's home life and the conservation of her time and see that the job placement in that case is at a plant not too far from her home.

Mrs. Morrow. May I raise a question? Is there a uniform procedure in the establishment of the necessity of the care for the child? In Pennsylvania we have had contradictory reports coming from so many communities. I could take Reading and Lancaster where we have concentration of war industry and yet the word comes in that the study has been made and it is found a necessity for this type of care does not exist, and that is contrary to the other reports we have coming in.

Miss Lenroot. Of course there are two problems to be decided in reference to need; first is this community one where there is increased employment of women due to the war effort, not limited to women in war plants, you understand, but related to the war effort and the plan being developed under the auspices of the Office of Defense Health and Welfare Services with the cooperation of the Children's Bureau and the Office of Education would provide that actual operation should not be carried on except in areas where there was evidence through the Employment Service or through the Army and the Navy or other official agencies that there was increased employment of women due to the war effort.

The second point is whether those women are mothers of young children

and whether the children are in need of care, and that could only be determined on the basis of some kind of fact-finding study or estimates. There have been issued material from the Children's Bureau and a bulletin called "Factors in Ascertaining Day Care Needs" and we are working on suggested forms, but it is more or less in the nature of trial and error at the present time, and my feeling is that you can give it no complete answer in advance of setting up services. You can make all the surveys you want and you will find mothers indicating need of care that won't use it when set up, and others indicating they don't need care, when actually the children are neglected, so I think the safest guess is to find out whether you have a substantial employment of women and find out whether there are any factors that would skew your average, if there is any reason to think that would be an abnormal proportion, we will say, of single women.

If there aren't any factors that would tend to skew that, then I think on the basis of experience we can assume the ratio that we find is the most accurate that we have had to date of about one child in need of care for every eight women employed, and in the larger cities perhaps one fwr every 10 women employed. That is subject to change but that seems to be about the best guess we can make.

Captain Sullivan. Of course I happen to live with Brother Gibson in Michigan but it seems to me it was only a few months ago when I was going into the matter of hours per week of employed workers when the War Production Board selected two elderly gentlemen, both over 70, in a town of Michigan who for months had been working 84 hours a week and

held them up before the country as the epitome of Americanism. Both of these elderly gentlemen had done an excellent production job, and are still doing it. I know nothing about the availability of funds under the Lanham Act but I do know that we had a woman investigate or do a little checking up last November in the Detroit area. At that time there were 15,000 children needing care. There were something like 12 or 15 telephone calls a day in respect of the mothers employed in war plants, coming into the city of Detroit asking for nursing care for the respective children, so there is a problem. The problem exists and of course it is up to the Federal and State agencies to not only concern themselves about it but to get something done about it, and get it done quickly.

We have as going concerns in all States private nurseries which are completely inadequate for the care of these children, but they are going concerns and it would seem to me that the first step in any orderly procedure would be to extend those, to use them to the full extent of their present facilities and build upon those facilities, because people have had training in child care and know something about it. That is one step that should be taken immediately.

As to whether or not we should have plant nurseries or utilize these private nurseries far removed or considerably removed from war production industries, I have this thought, that while the plant nursery idea has been adopted in a few instances, there are those considerations, the danger of, first, explosions and later perhaps bombings. I don't know that it is a wise thing to do to bring children of nursing age into war production plants or adjacent to war production plants.

Miss Lenroot. May I say the first recommendation we make under a

community program is that they should use existing resources to the fullest extent possible, and that means both private and public resources.

Mrs. Ackroyd. We have had a little happier experience in Rhode Island than they have had in Michigan and I, too, have served on the day care committee for our State. It was operated in conjunction with the OCD in our case but we had representatives of WPA, Department of Education, welfare and employment service, all of them supplying the information which they could give to the progress of this problem in the State, and whereas the Lanham Act funds supposedly were to be given on a community basis in case of Rhode Island they have been awarded on the State-wide basis and I believe it is the first State to do it on that basis. I think it is preferable if you can establish that the problem is prevalent throughout the State, because once you get it you can go forward with your own set-up and wherever the need arises you can establish day care centers.

The appropriation which we were given was $102,000 from about two weeks ago to the end of the school year, and it is for the nursery-age child up to six years. We are now formulating a plan and about to ask for additional funds for the care of school-age children and we recognize there are many times as many within the 6 to 16 age group as there are the 2 to 6 age group, and that won't mean establishment of nursery schools in Rhode Island. We have not set up a few large ones but many small ones and usually in various neighborhoods where a large number of women are going into industry in the neighborhood. They may go into a variety of plants but they live very close together in those cases and we did a survey through the schools in those areas to determine the

number of women who had children who required additional day care in those areas and the areas which showed up as the ones most needing the care had a nursery center in that area.

We also had appropriation allowed for school lunch programs, which we consider to be a necessary part of the day care. Now we are setting up the day care programs for the school-age children and I think that has to be done in connection with schools because your child is registered in the school and it will run, we hope, from 7 in the morning to 5:30 at night, but we recognize that can't be an extension of the ordinary school program because neither the teachers nor children could stand that, but the school will act as a registration agency and other community facilities will come into play.

Miss Stitt. I think it is very interesting as long as Miss Angus threw out the idea of what State labor departments can do to help solve the problem of absenteeism, that so many State labor departments are cooperating with the day care programs in their own States, and of course it has been brought out several times that the States are trying to maintain proper hour conditions in order that they may reduce absenteeism. I wonder if there is anything beyond that that the State labor departments can do in line with the suggestion that Miss Angus threw out, to help curtail absenteeism among women workers. Would the States be in a position, if a uniform recordkeeping system were worked out by the Department of Labor in cooperation with the States, in seeing that that kind of thing is installed in most of the set-ups in the factories in your own States, or not?

Miss Papert. Under the administration of our emergency act for relaxation of hours, for a long time, as a matter of fact until a couple of months ago, work on the third shift was prohibited for women in the administration of the act, women 18 to 21. In certain tight labor areas in Buffalo firms said they just couldn't get the help and for those women of 18 to 21 a relaxation was granted on condition, 1, that they don't rotate their shifts more than once every 4 weeks, because of the bad effects of frequent rotation, and 2, that they keep absentee records for those women. We have in the planning stage a survey of absenteeism not only for those plants but for some other plants that we know have told us they kept records and would be very glad to go over them with us.

In connection with what State labor departments are doing, I am sure other States do what New York does. Mr. Herzberger told you yesterday how when the factory inspector goes into the plant with an application for a variation he talks over the situation with the employer. Then when that application comes in to our departmental committee they go over it and we have found that more and more employers are coming to the department for what constructive suggestions in working out shifts we can give. One of the very largest aircraft companies in the State said the other day they had found it not only useful but stimulating and could he come down again? It was the lawyer for the firm that called and he was told we didn't want to see him but would be glad to see the production man. Time and again the variations have been granted after being worked out with the employer, after the problem has been attempted in the field.

Then we do a third thing that I think is of use; at least we hope so.

We try to get out reports based on analyzing the reports on dispensations on variations; that is one part of it. We got out a six months' report which was widely used by trade associations, the first six months under our act. We are planning now an annual report in which the factory inspectors get a good deal of information. We have a good deal of information in the files and that is analyzed, not only statistically but pulling out those things of non-statistical nature we got out a bulletin on rotation of shifts which our physician on our staff prepared from physiological evidence, as well as the labor people. We try to cover the field.

We consider meals and meal periods and we now hope to get out a little pamphlet on food for women workers, based partly on our cost-of-living study and partly on the scientific information. In other words by the written word as well as by conference and reports we do try to get around, and wish we could get around more and more, but these are merely indications of the various ways of approaching the problem of working things out with employers and, as Miss Angus indicated, talking about it not only in general terms, as we try to do in these reports, but getting down to practical cases.

Miss Stitt. And relating standards with absenteeism and therefore production, where that is possible?

Miss Papert. The report I referred to earlier, and too where the employer comes in and wants long hours, we tell them about the experiences of other firms. That is one reason for getting out this report on absenteeism. Here is the information; then it will be used and it gets around very quickly. For instance, they know now that on the day of rest

they are granted dispensations only in emergency; we have a formula of not more than six times in six months.

Miss Stitt. For men?

Miss Papert. It is in very rare cases that the third shift is permitted for women under 21, and they know it is very seldom relaxations are granted for more than 54 hours a week and then only for short periods. We try to get this information out to the employers; they hear about it themselves and through these reports we send to employers' associations.

Miss Stitt. That is a new idea to me. Do any of the rest of you require that records of absenteeism be kept as a basis for issuing permits?

Miss Papert. We have done it only with the 18 to 21.

Miss Stitt. Isn't that something, if we could set up a system of uniform absenteeism recordkeeping and then make that a condition? Would that help us to get at the causes of absenteeism that we could analyze?

Mr. Davie. We are very much interested in this discussion under Article I. It seems to me we want to start off on something else first. Our department of education has already cooperated. Don't you think we should go into the field of some of this propaganda going around on absenteeism and find out just how far it is going to break down all the standards we have established within the last few years? I would like to hear some discussion on that phase of the problem, how much effect does this propaganda have, going on at the present time, that could be traced absolutely to propaganda to break down the standards we have established down through the years.

Miss Anderson. Would anyone else like to discuss this problem? I don't know that there is any particular action we can take on it. I think we are all of a consensus of opinion that we know a great deal of the problem and I think it is a question of how to get those problems before the public, because there is so much misinformation around and usually absenteeism in the public mind is something that amounts to the workers making too much money and liking to take time off, and they naturally get drunk; that is usually what they say. A few do, of course, but at the same time everybody is tarred with that feather all the time and I think if there were some way to pool our information and get that out to the public in some way or other - I understand, of course, that the Secretary's testimony on the Hill has done a great deal to lay the ghost up there right now, but at the same time we have to do more than that because the public throughout the country feels that the workers are shirking and don't care.

Mr. Davie. To me it seems mighty important. I have done some work and I have heard about people getting drunk the day after pay day. I know the rank and file of workers pretty well and there is probably a very small percentage that might take a little too much. I got all over it. I found out they manufactured it faster than I could drink it, so I quit. I really want to make the point that this is, to me, an important program here, that we should search around and find out how much truth there is in some of this stuff that these hot-air artists are putting out about working men shirking their jobs. I don't believe it. The average worker right now is on the firing line and standing there in the ranks and when you get down to the absolute facts to be found out definitely

to combat this propaganda to break down certain standards that we old war horses have stood for for years, and been called everything under the sun. It doesn't hurt me any more; I hate awfully to see labor lose all we have gained by a group with not the true interest of the worker at heart trying to break down those things. I don't care how you do it, I think some investigation should be made along that line to clear that atmosphere.

I want to assure you as far as my State is concerned, we will go along 100 percent with you.

Miss Stitt. I think we might say that is part of the program of the Women's Bureau, to try to find out really what is the cause of absenteeism in order that we may have the facts to confront the people who are giving these false causes and reasons, but we have to have the facts and I might say I think it is interesting to see at this point that our field people who have been out before the war, but have been working on this since the war began, really did not find that absenteeism was an important element in the war plants until very recently. They have always asked for that, always tried to go into it and always tried to get any records and reports. It is only in the last few weeks and months that that really has become an acute thing, which makes us believe that a good deal of what we hear is probably propaganda, like a snowball. It becomes popular and people are talking more and more about it.

Another thing I think interesting to report from our field people is that most of the remedies that we have been able to find in the plants are in the nature of discipline instead of the employers trying to get down to the causes of absenteeism, these things that Miss Angus explained

today that we all know are the causes. They have resorted to all kinds of penalties, taking a day's pay or fines, and that kind of thing, which again doesn't seem to be the constructive approach to this problem. So I think we are agreed with Mr. Davie that what we have to do is to get at the bottom of this and get the causes and give full publicity to the actual facts as we find them, but we haven't been able to get the facts because the facts didn't exist until really quite recently, at least as far as women are concerned. Absenteeism has not been a problem until recently.

Mr. Davie. You will find in any investigation you make that absenteeism is put out now by some propagandists, and nothing more. I think Brother Connolly has something to say on it.

Mr. Connolly. I know just about what Brother Davie is driving at and I say that during the depression we continually read in the "free" press of our land how many millions were unemployed. They never took into consideration that we have 5 million people in this country who will never work, and if they dug into the records they probably would find those 5 million are still tramping the streets today, but they have a new weapon now and they are shooting at it from another angle. We have crackpots in all walks of life, even presidents of aircraft companies, and I don't pay too much attention to that because I have seen so many of them come up the ladder, get to the top, and then talk themselves out of their jobs.

They disappear as did another great man in this country when he started talking out of turn. That isn't the answer. We are trying to pin ourselves down here to find out what is the right answer to this

thing and how we are going about it. We are not going to get the answers by shooting at this fellow or that fellow; we have to get down to brass tacks and get it right here. As Mr. Davie said to me when I came into the room today, you can't have an honest horse race until you have an honest human race, so I think that perhaps should apply here; you have to get the honest figures. I don't know how you are going to do it. I suppose that you should shoot at something and if you make mistakes, correct them as you go along.

I would like to see the Children's Bureau or the Women's Bureau, or whoever is interested in the particular thing, work out some sort of a definite form that could be filled out by employers. Certainly if it comes into Rhode Island and I don't know enough about the situation to make the form out myself, I will send it to our 3500 plants and we can only ask for their cooperation in filling it out. I think that most of them will do it. I don't think they read the law and I think maybe they would think it was the law. Even though we publish the law and send it to them, when you walk in and look at some of their records I am sure they don't read it.

I think Miss Stitt made a good suggestion. I think if she could work out something and send it to the different commissioners with a letter explaining just what it is, we would all be tickled to death to receive it; certainly I would, and we will certainly do everything we can to find the answer to this problem because it is just as great with me as with any commissioner in the States.

Mr. Gordon. I would like to have you know what the British experience is. On the child welfare we have four main systems and you may be int-

erested to know exactly how the organizations are started. There is cooperation between the Ministry of Labor and Ministry of Health at home and it is now necessary for any employer who wants to start a factory to get permission from the government to do it so that whenever an employer contracting out is going to start a factory, before it is done the appropriate authorities are consulted, including the Ministry of Labor, where the factory is going to be put up; we know through our employment exchanges of the labor demands in the area and the labor supply available, and we can estimate it roughly from that; the number of children who require care, both for those who are immobile and those who are coming to the area employment stations. When the regional control of the Ministry of Labor is satisfied there is inadequate provision for children, he at once notifies the Ministry of Health, the regional officer.

They themselves look into the question and if they are satisfied that some establishment is necessary, it is directed then. We have wartime nurseries which are directed under those circumstances where wardens and matrons and full staffs are employed full-time. Some are open during the night. That doesn't provide for all circumstances and we have daily guardians. In those circumstances people who are prepared to mind children for a day are expected to register with the maternity and child welfare local committee and in consultation with the Ministry of Labor list all those people available within the locality who are prepared to take children and mind them by the day.

Invariably women with children, who are immobile for that purpose, who find they can take additional children, do assist. Then in addition to that we have wartime nurseries, school nurseries which are developed

by the local schools. They themselves have extended elementary classes and reduced the age from 3 to 2 and they are increasing at a rapid rate at the present time. Finally, for the older children we have play centers around the school and in order to develop those the schools have extended their hours; instead of opening from 8 to 9 in the morning they open at 6 or 7 and remain open until 6 or 7 at night, and by those means we are able to provide for the children of women going into factories.

As to the subject of absenteeism, I am sure there is nothing to what has been said this afternoon, because your experience is very much the same as ours. I feel a little guilty about all this because I can't help feeling probably some of the problem you have comes from over the way and that the subject is invented. A number of people who are at work day in and day out, who in peacetime would be sick in their beds, are not mentioned at all. But the fact is that absenteeism as it is talked about either reasonably or unreasonably, and we are all concerned about, is reasonable absenteeism. I think that can only be dealt with as we have said, by a number of remedies.

The workers' interests have to be looked after a good deal more in the future than in the past if we are going to reduce their absenteeism to a minimum and that I think at home we are doing, through the agencies of our welfare offices, all the local authorities and government agencies, Ministry of Labor and Ministry of Health. I think they have approved standards in factories, medical and health standards and accident prevention, good canteens, food arrangements, and where it is possible a good deal more useful recreation provided for the workers than has been done in the past.

There is no earthly reason why good recreation shouldn't be provided to satisfy all the cultural interests of the workers and all types of workers and only by doing that will they improve their standards and responses. When we come to unreasonable absenteeism, I don't think anybody has much sympathy with that. By that I mean people staying away from work when they ought, in a national emergency, to be at work. Reasonable absenteeism is a matter which doesn't come into it. Unreasonable absenteeism I think can be dealth with and should be dealt with, and I think that is provided for very largely at home by the worker, personnel officers within the factory who try to explain to workers their responsibilities and instead of reproving them for absenteeism, as might have been the attitude in the past, to try to explain to them their responsibilities, what their absences have caused and endeavor to develop that responsibility through the factory.

It is quite a common experience at home to find that when workers realize that their own absences in fact jeopardize the war and may be causing the deaths of people every minute, they do respond to that a godd deal more, and when there is a collective responsibility among the workers the lack of the individual then is a very unhappy one. It is by understanding of the workers, understanding their problems and trying to make them recognize their right and lawful place in the machinery that they are getting over these difficulties.

One of the things some of our factories found was that workers on repetitive and monotonous processes were not interested and got tired; they hadn't the foggiest notion what they were doing or in what way it was important, or in what way a day's absence would disturb anybody just

perhaps from the point of making a bolt or screw or something of that description. Our regional production board, looking into this as one of their problems, adopted a number of solutions but they all gravitated toward making it clear to the worker what he is doing, why, and what his part in the machine is, and in many cases they tried to get the finished product before them. In some cases people have actually flown airplanes down and talked to them. But where it is possible to bring the finished product they have tried to do it to show the worker exactly where the particular part he is making takes its place in the finished product, and by those means it encourages a greater responsibility of workers, which I think is the foundation, rather than any penalization.

Before sitting down I think I ought to say a word about our essential work orders. In those orders, of course, it has been made a criminal offense for workers to be absent. You may wonder why we have done that. I don't know; I am not arguing the merits of it at all; I am just furnishing information. I don't suppose there is much disagreement that if a worker deliberately stays away and prejudices the lives of others it is indeed a criminal offense. One of our magistrates sent to prison for a considerable time a man recently who deliberately, knowing the circumstances, stayed away from his work and delayed the product of some vital war munition which was due on a certain date, and by so doing imperiled the lives of literally hundreds of people. We think he was rightly sent to prison, but because we have that I don't want you to think that we are prosecuting and persecuting people who are absent.

The sanction is behind the law and before the law was enacted, before

the order was made the Minister of Labor called a joint committee, which meets regularly, and all matters of vital concern, particularly those which involve legislation, are discussed. Therefore the Minister is in a position to know what is the estimated effect of legislation in the country. That committee contains half of its membership as representatives of trade union and workers with responsibility and experience, so it is clear the Minister knows what is the reaction of the worker as well as the employer, and the country generally.

Before that legislation was passed that committee considered , as indeed did the trade union, that order and approved it and it was with the recommendation of the Minister that he was going to be backed by the intelligence of the whole of Great Britain. The sanctions are used; a number of prosecutions for offenses under the emergency powers act and at the very most the number of people sent to prison under essential work order offenses is 1 in about 185,000. That was the figure a few months ago and, off the record . . . . . .

Finally, I don't think there is any danger in Britain of affecting labor standards. They are already safeguarded by the provision there shall be restoration of all those customs and practices which the workers have surrendered through organization for the object of prosecuting the war.

Miss Anderson. Thank you very much for all the help you have been during this conference. Mr. Gibson has to leave and I believe he has a resolution, or Mr. Connolly.

Mr. Connolly. This resolution was brought about because Mr. Gibson made a motion yesterday at the conference to adopt standards, and I asked

that a resolution be prepared and both he and I were chosen to write this resolution which I would like to read. I am sure it won't be controversial and that it will receive the unanimous vote of all here. (Reading) Madam Chairman, I move its adoption.

Miss Anderson. Is there a second?

Mrs. Smith. Second the motion.

Mr. Davie. Second the motion.

(Upon being put to a vote the resolution was unanimously adopted.)

Mr. Connolly. Now may I introduce another one. This is something I discussed during yesterday's sessions, of the long hours, and it deals specifically with these nonessential industries where we commissioners of labor have had to listen hour after hour to these different nonessential industries asking for relaxation of laws and attempting to justify their connection with the war effort. Those people must have something spelled out for them. They say, "Well, at your different conferences you are giving relief to war industries. We are very vital to the war. You haven't said you won't give it to us." So they put it in the laps of the commissioners and make their problems just that much greater. So I would like to present this resolution and hope it will follow the same course as the previous one. I don't want you to confuse this with the war effort in any way; this specifically writes out civilian industries. (Reading) I move its adoption.

Mr. Gibson. Second the motion.

Miss Anderson. It seems to me it is a very timely resolution and a generous one, too, in time of need.

(The resolution was adopted unanimously.)

Miss Anderson. I feel that we have done our work we came together to do and I feel we have done it well. I want to thank you all for coming and participating in the long discussions. I think they have been very necessary at this time and very apropos. I want to thank especially Mr. Gordon for having been with us and giving us all the information and good he has through the conference. I also want to thank the War and Navy departments' representatives that have been here all through the conference; also the War Manpower Commission off and on, and introduce to the conference Mrs. Roosevelt from Detroit, who has sat with us. We adjourn, reluctantly I think, at 4:15.

(Whereupon at 4:15 p.m. the conference adjourned.)

Record by M. H. Hansell, Stenotypist.

Original

THIRD NATIONAL CONFERENCE ON LABOR LEGISLATION
Washington, November 9-11, 1936

Report of the Committee on Minimum Wage

The committee on minimum wage concludes, in light of recent studies made of wages paid in various parts of the United States, that great need for mandatory minimum wage legislation to prevent the payment of sweatshop wages remains. Indeed, so great is this need that the committee recommends that every effort be exerted by the States and the federal government to draft minimum wage legislation that will conform to the constitution. Should the constitution in the future be so modified as to permit without question government regulation of wages, thought should be given to the principles which should be incorporated in a model minimum wage law unrestricted by constitutional limitations.

It is recommended therefore that the Secretary's Committee, appointed last August to ~~revise~~ coodinate the efforts of the states to their minimum wage laws, and to explore the possibilities of drafting new legislation in light of the expected decisions of the Supreme Court in pending minimum wage cases, continue its activities, and in addition undertake in cooperation with other interested groups a study of the ideal principles which should form the basis of a model law under a possible constitutional amendment, and report its findings as early as circumstances permit.

It is further recommended that in the meantime while solutions of existing legal difficulty are being sought, States now operating under minimum wage laws continue to ~~enforce~~ administer those laws as they have been doing in the past, and that States without such laws institute wage investigations

to show the urgent need for wage regulation.

Because some States, which have not enacted minimum wage laws are without the right of entry and without power to inspect and transcribe payrolls - powers necessary if wage investigations and surveys are to be made - it is recommended that bills empowering the officials of state labor departments to enter places of business and make such transcriptions be introduced into the next sessions of the legislatures of such states.

When constitutional means have been devised for setting minimum wage standards the Committee recommends that States pass as rapidly as possible minimum wage laws for women and minors, and that in those States where the time seem ripe such laws be passed for men as well as women.

The minimum wage committee of the present conference would like to call attention to the recommendations of previous conferences pertaining to effective administration of minimum wage laws. These recommendations are briefly as follows:

1. The administration of the minimum wage law should be placed under a responsible executive with an adequate trained staff.

2. The application of civil service principles which give proper weight to practical experience, are essential to efficient administration.

3. Conferences of those persons administering minimum wage laws should be continued.

4. Recommendation for basic standards made by previous conferences for administrative regulations, including the requirement that wage payments be made in cash with no deductions, except for state insurance, are reiterated.

5. State minimum wage departments should carry on current analyses of wage and employment trends in the industries covered by wage orders in order to reveal the effects of minimum wage laws.

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5. State minimum wage departments should carry on current analyses of wage and employment trends in the industries covered by wage orders in order to reveal the effects of minimum wage laws.

6. Especial assistance in the interpretation of statistical and other technical material presented to wage boards should be given by the divisions of minimum wage to the labor members of such boards.

7. The Department of Labor is again requested to make a study of the ways in which the divisions of minimum wage may secure the most effective cooperation in matters of legal procedure and prosecutions.

8. Minimum wage orders should be applied as promptly as possible to home-work industries.

The present committee makes the following recommendations pertaining to the matter of administration.

It is recommended that administrators of minimum wage and workmen's compensation and unemployment insurance laws cooperate in working out a consistent interpretation of what constitutes a wage in order that unnecessary confusion may be eliminated.

In order that the collection of wages due employees covered by minimum wage orders be as effective as possible the closest cooperation between the minimum wage and wage claims divisions of state labor department is recommended.

The proper enforcement of minimum wage laws requires minute inspection of the hours worked by employees as well as wages received. Both require careful investigation of pay rolls, time cards, and posted hour schedules. Hour and minimum wage laws apply to minors as well as women. In the interest of efficient administration and enforcement, it is recommended therefore that wherever feasible the administration of hour, minimum wage and child labor laws be placed under one director in a division of the department of labor which might be called the Division of Women and Children.

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U. S. DEPARTMENT OF LABOR

AGENDA FOR THIRD NATIONAL CONFERENCE ON LABOR LEGISLATION

November 9, 10, 11, 1936

Labor Department Auditorium Building
Conference Rooms A, B, and C
Washington, D. C.

November 9 - Morning session
(10 a.m.)

I. Secretary of Labor: Progress of Labor Legislation 1935 and 1936.

II. Reports by State Representatives on Labor Legislation Programs of State Federations of Labor and State Labor Departments for 1937.

III. Reports of Continuing Committees:

Miss Frieda S. Miller, Director, Division of Women in Industry and Minimum Wage, New York: Industrial Homework.

Mr. E. I. McKinley, Commissioner, Bureau of Labor and Statistics, Arkansas: Wage Payment and Wage Collection.

Mr. Martin P. Durkin, Director, Department of Labor, Illinois: Powers and Duties of State Labor Departments.

Discussion of ways and means of making committee recommendations effective.

IV. Appointment of Committees by the Chairman to consider various topics and to report back to the Conference on the second and third days.

November 9 - Afternoon session
(2:30 p.m.)

Committee meetings:	Room
Industrial Health and Safety	6324 Dept. of Labor
Workmen's Compensation	6212 " " "
Regulation of Private Employment Offices	3229 " " "
Hours of Labor	6334 " " "
Minimum Wage	3135 " " "
Child Labor	7104 " " "
Employment Service and Unemployment Compensation	Room A, Auditorium Bldg. ~~Room 0, " "~~
Housing	4219 Dept. of Labor
Vacations with Pay	4223 " " "
Cooperation between State and Federal Departments of Labor	6330 " " "
Apprenticeship	3102 " " "
Resolutions	6332 " " "

Exhibits

An exhibit of the U. S. Department of Labor is on view in Conference Room C, together with an exhibit of bulletins published by State Departments of Labor and by State Federations of Labor.

The permanent exhibit of the U. S. Department of Labor is to be seen in Room 1217 of the Department of Labor Building.

November 10 - Morning session
(10 a.m.)

V. Secretary of Labor: Progress Report on Activities of the U. S. Department of Labor.

VI. Mr. Wendell C. Heaton, Industrial Commissioner, Florida: The Secretary's Advisory Committee.

Discussion.

VII. Reports of Conference Committees on:

Regulation of Private Employment Offices.

Child Labor.

Apprenticeship.

Discussion of Committee Reports.

November 10 - Afternoon session
(2:30 p.m.)

VIII. Miss Josephine Roche, Assistant Secretary of Treasury: Public Health Programs of Interest to Labor and State Departments of Labor.

IX. Reports of Conference Committees (continued):

Industrial Safety and Health, including Occupational Disease.

Workmen's Compensation.

Discussion of Committee Reports.

November 10 - 7:00 p.m.

Dinner (Informal)
Rose Room, Washington Hotel

Tickets at $2.00 per person are obtainable at the registration desk. Reservations should be made on Monday.

November 11 - Morning session
(10 a.m.)

X. Reports of Conference Committees (continued):

Minimum Wage.

Hours of Labor.

Vacations with Pay.

Employment Service.

Unemployment Compensation.

Discussion of Committee Reports.

November 11 - Afternoon session
(2:30 p.m.)

XI. Reports of Conference Committees (continued):

Housing.

Cooperation between State and Federal Departments of Labor.

Resolutions.

Discussion of Committee Reports.

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U. S. DEPARTMENT OF LABOR

TENTATIVE AGENDA FOR THIRD NATIONAL CONFERENCE ON LABOR LEGISLATION

November 9, 10, 11, 1936

Labor Department Auditorium Building
Conference Room B
Washington, D. C.

November 9 - Morning session
(10 a.m.)

I. Secretary of Labor: Progress of Labor Legislation 1935-36.

II. Reports by State Representatives on Labor Legislation Programs of State Federations of Labor and State Labor Departments for 1937.

III. Reports of Continuing Committees:

Miss Frieda S. Miller, Director, Division of Women in Industry and Minimum Wage, New York: Industrial Homework.

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Discussion of ways and means of making committee recommendations effective.

IV. Appointment of Committees by the Chairman to consider various topics and to report back to the Conference on the second and third days.

November 9 - Afternoon session

Committee meetings.

November 10 - Morning session
(10 a.m.)

V. Secretary of Labor: Progress Report on Activities of the U. S. Department of Labor.

VI. Mr. Wendell C. Heaton, Chairman, Secretary's Advisory Committee: Report on Committee's meetings.

Discussion.

VII. Reports of Conference Committees on:

Regulation of Private Employment Offices.

Child Labor.

Discussion.

November 10 - Afternoon session
(2:30 p.m.)

VIII. Miss Josephine Roche, Assistant Secretary of Treasury: Public Health Programs of Interest to Labor and State Departments of Labor.

IX. Reports of Conference Committees (continued):

Industrial Safety and Health, including Occupational Disease.

Workmen's Compensation.

Discussion.

November 10 - 7:30 p.m.

Dinner.

November 11 - Morning session
(10 a.m.)

X. Reports of Conference Committees (continued):

Minimum Wage.

Hours of Labor.

Vacations with Pay.

Employment Service.

Unemployment Compensation.

Discussion.

November 11 - Afternoon session
(2:30 p.m.)

XI. Reports of Conference Committees (continued):

Housing.

State Labor Departments.

Cooperation between State and Federal Departments of Labor.

Resolutions.

Discussion.

Firm Outline-Substitute for form 2500
War Industry Plant

U. S. Department of Labor
WOMEN'S BUREAU
Washington

44-R-283
Date _____
Agent _____

(Trial copy Summer + Fall 1943)

1. Firm name and address.

2. Persons interviewed and positions.

3. Product.
   (a) Prior to war

   (b) War Product

4. Employment: (Where obtainable, secure detailed break-down).

(a)

Present force	Total	Men	Women
Total			
Factory			
Office			
Others(explain)			

Factory - all factory workers, productive and non-productive. Non-productive includes maintenance, shipping, warehousing, power plant and plant clerical.
Other - - executive, managerial, technical, professional.

(b) Anticipated changes in total numbers and number or proportion of women.

5. Hours of work.

(a) Scheduled hours

	Plant		Office
	MEN	WOMEN	Women
Daily. . . .	.....	.....	.....
Weekly . . .	.....	.....	.....
Days per week	.....	.....	.....

(b) Shifts (1) Beg. ..... End ..... No. Men ..... Women .....
(2) Beg. ..... End ..... No. Men ..... Women .....
(3) Beg. ..... End ..... No. Men ..... Women .....

Notes on irregularities in hours and shifts.

(c) Practice regarding rotation of shifts.

(d) Overtime (time more than scheduled hours) - extent, jobs affected.

(e) Lunch period, by shifts.

(f) Rest periods - formal or infomal. If formal, number and length of periods.

(g) Daily and weekly hours - discuss any changes in hours as from 3-8 to 3-9 hour shifts, reasons for change and effect on production, absenteeism.

6. Absenteeism by sex. Period covered, rate, reasons for absenteeism, methods of reducing. Does absenteeism include total absences, or are vacations, lay offs, and excused absences excluded?

7. Turnover, by sex - see absenteeism. Also, describe exit interviews.

8. Rates of pay.

   (a) Beginning minimum hourly rate (plant operative) for men and women - explain fully.

   (b) Prevailing rate for women (plant operative) - explain fully.

   (c) Beginning and prevailing rate for women office workers.

   (d) Shift differential.

9. Equal pay policy.

10. Wage systems. (Whenever available, rates of pay by sex and occupation, should be listed separately.)

   (a) Method or basis of pay - time, piece, production bonus, etc.

   (b) Wage progression

      (1) Automatic
      (2) Merit systems
      (3) Job upgrading - describe fully, noting also variations by sex.

11. Labor supply - by sex

   (a) Source - area and nature

   (b) Adequacy

   (c) Methods of hiring and recruitment

12. Training

   (a) For new and unexperienced women workers
      (1) On the job only. Describe briefly.
      (2) Other. Describe fully.

   (b) Other training for women. J.I.T., J.R.T., E.S.M.D.W.T.

13. Personnel policies and practices

   (a) Method of selection, induction, and orientation of new women employees.

   (b) Age. (If obtainable, secure age distribution by sex.)

      (1) Minimum and maximum, by sex.
      (2) Reasons for preferred age groups (women).
      (3) The older woman worker.

   (c) Working mothers with children under 16.

(d) Pregnant women - job or shift transfers, time off, and other practices.

(e) Race - non-white women.

(f) Handicapped women employees.

(g) Women in employee relations as shop counselors and personnel directors.

(1) Background as to education, training and experience.
(2) Functions and authority.

14. Medical facilities

(a) Pre-employment examination. Describe and indicate use.

(b) Medical facilities by shift.

(c) Functions of the medical department.

15. Food services and facilities, by shifts, by race, by factory and office.

16. Work clothing requirements and practices of women.

(a) Describe and note whether provided or sold by the plant.

(b) Compliance and enforcement of safety clothing standards.

17. Women's jobs.

(a) List of jobs.

(b) Describe and comment fully on suitability of new or unfamiliar jobs and unusual circumstances surrounding old jobs.

(c) Engineering and other plant changes made for more effective employment of women.

(d) Job rotation to reduce monotony and fatigue and increase production.

18. Employee organization and affiliation.

(a) Provisions affecting women's employment.

(b) Women's participations and contribution to labor management committees.

19. Part time employment - number of women, type of worker, jobs, hours (begin and end), rate, comments on value of part time to offset labor shortage.

20. Home work - number of women employed. Comparison of plant and home work rates and kind of work.

21. Employee welfare - (plant policy).

(a) Transportation

(b) Child care

(c) Housing

(d) Other

22. Special strains, hazards, for women and accident severity and frequency rate for men and women.

23. Post-war plans in relation to women's employment.

(a) For plant conversion

(b) For worker transition

(c) Indications as to job possibility for women

(1) As to proportions to retain job.

(2) As to chances for women to hold on to better paid job.

Note: Where women have been introduced into plants recently, observe carefully and describe adequacy of plant facilities - washing facilities, toilets, drinking facilities, cloak and change rooms, seating, rest rooms. This will be a separate section.

If report is typed, send into office one carbon with original.

Women's Bureau
U. S. Department of Labor
Washington

June 11, 1943

Tentative Agenda for Field Representative Conference

June 17th - 10 A.M. - 12:30 P.M.

WOMEN'S BUREAU SERVICE FOR WHICH THERE HAS BEEN GREATEST DEMAND IN PAST SIX MONTHS.

A. From the Washington Viewpoint
Mary Anderson, Director

B. From the Regional Viewpoint
Miss Erickson, Miss Manning-Mrs. Hager, Miss Ziegler, Miss Wolfe, Miss M. K. Anderson, Miss Valentine-Mrs. Wright, Miss Smaltz, Miss Magee, Mrs. Lowrie.

* * * * *

2:30 - 4:30 P.M.

MATTERS TO BE TAKEN UP WITH MARITIME COMMISSION AND NAVY DEPARTMENT CONCERNING SHIPYARDS.

June 18th - 10 A.M. - 12 Noon

ADAPTATION OF WOMEN'S BUREAU POLICIES TO NEWLY CREATED WAR CONDITIONS.

A. What shall our policy be with regard to new jobs for women.

1. Jobs inherently strenuous or made so by prevailing conditions of employment as in blast furnace and rolling mills, on shipways, in mines, handling baggage.
2. Jobs disagreeable because of dirt, heat or cold but not heavy or dangerous.
3. Jobs equally dangerous to health and safety of women and men.

B. How may we stimulate wage equalization when women are at a lower wage scale than men.
War Labor Board's Amended Directive
Use of Bureau of Labor Statistics wage material.
Cooperation with Wage and Hour Division in Inspection.
Suggestions to unions with job progression systems in which jobs too heavy for women are beginners' jobs.

C. What shall our policy be on: 3. Adequacy of food facilities

1. Tendency toward long hours
2. ~~20-minute~~ lunch periods less than 30 minutes for early shift ~~or no lunch period on night shift.~~
4. Home work
5. Pregnancy
6. Part-time workers

* * * * *

D. What part will Women's Bureau take in food conservation program?

Women's Land Army - Miss Florence Hall

Our responsibility toward women farm workers - Miss Frances Vanentine

Insert on p. 3.

E. What shall we do to meet the cannery labor problems this summer?

Dinner - Tilden Gardens 6.30 $2.00

Sat June 19th - 10 A.M. - 12:30 P.M.

METHODS OF PROCEDURE

A. Assistance to individual plants.

Oral assistance.
Typed formal recommendations.
Typed formal report.
Extent to which full schedule data should be secured.

B. Type general information found valuable for use of plant officials.

C. Basic studies of manufacturing processes, equipment, and working conditions concerning representative plants in such industries as iron and steel, copper, lumber, paper, meat packing, etc.

1. Revision of reporting form.

Miss Robinson

SILVER BAY INDUSTRIAL CONFERENCE - July 28-31, 1943

Types of questions asked and comments made about the employment of women by industrialists at the Silver Bay, N. Y., Industrial Conference:

1. Women personnel directors were interested in the jobs which the Women's Bureau felt were unsuitable for women because of the physical consequences. For example, one woman asked whether or not we had recommendations concerning the employment of women on motor trucks that run through large plants. She said that women in her plant complain about the vibration, and the plant doctor has said that the work is probably not injurious, if women are engaged in operating trucks for not more than three consecutive weeks with one week off in which she is employed at some other job.

2. Several employers asked for evidence concerning the proper length of the workday and week for women. At one session of the Women in Industry Section, I asked those employers who employed women on the 8 and 48-hour schedule to raise their hands. The great majority of the group said that they operated on such a schedule. Only three employers said that they employed women for more than 8 and 48 hours. One of these operates a plant in Syracuse, making precision instruments of some kind. They employ about 240 workers, 70 of whom are women. Since last September they have had a permit from the State Department of Labor to employ women 54 hours a week. This employer said that these long hours seemed to be perfectly satisfactory from the point of view of the women and certainly from the point of view of production. He said that the women were very regular in attendance, and extremely good workers. He said they were a hand-picked group, inasmuch as the vocational training teacher works part time in the plant, and the cream of the women in his classes were selected for employment in the plant. Permission to employ women 54 hours grew out of the difficulty of dovetailing women's jobs with those of men who were working on a 54-hour schedule.

3. Mr. Van Arnam, Personnel Director, J. A. Zurn Manufacturing Company, Erie, Pennsylvania (shells), said that his company employs women 8 and 48 hours a week. He believes that this is as long as women can hold up under the type of work that is done in his plant. Occasionally, he said it is necessary for him to get permission from Mrs. Morrow to employ women for 10 hours a day, sometimes as long as a week. His production records show that production falls off during these periods of long hours and that absenteeism is increased during the following week. He said he would be very glad to have the Women's Bureau come to his plant and go over his records. Mr. Van Arnam is extremely pleased with the performance of women in his plant. He says that they are reliable, conscientious and good producers. He has had great difficulty recently getting tool grinders. In fact, he has been unable to secure any within recent weeks. New workers, he said, are very hard on tools and they have to be reground frequently, so that the position of a grinder is most important. As a last resort, he has decided to train women. Last week he sent several of his key men to the factory where the tools used in his plant are made to take a special course of instruction in grinding, in order that they may be equipped to teach the women. Three women have already been selected for the training, and three more will be selected within the next few days. The women selected

were delighted to have been chosen and felt quite proud of the distinction that had been shown them. He is confident that they will do a good job, because they have proved themselves smart and capable workers.

4. Mr. Baker, formerly a production manager, and now in charge of personnel matters in the Goodrich Rubber Company, Akron, Ohio, said that in his company they adopted the policy of promoting women within the plant to men's jobs when it became necessary to use women on such jobs. There were at the outset 200 openings and only 150 women applied for them. Mr. Baker said that they were not able to interpret this, because the jobs represented a distinct promotion and a substantial increase in pay. At present, they are filling men's jobs with new women that they are hiring in the general labor market. In spite of the new Ohio hour law, Goodrich is employing women, for the most part, for 8 and 48 hours. However, the union agreement calls for seven 6-hour days. This is a schedule on which both men and women are employed. The union has been very reluctant to concede any deviation from this schedule. However, in a good many departments, the company has changed to six 8-hour days. Mr. Baker believes that if a vote were taken among the workers themselves, the majority would vote for the 8-hour schedule, preferring one day off a week. He said that the new Ohio law, permitting the employment of girls under 21 at night, had been a great help to his company. Women who have been with the company for some time resented the requirement that they work at night, while the newer and younger women were given the choice day shift.

5. One man wanted to know whether we found men or women more effective in supervising women. Several people asked for suggestions and ways to make women feel greater responsibility on their jobs. One man said that women wanted time off when they wanted it and insisted upon taking vacations whether they had earned them or not at the time their husbands took their vacations. One personnel official said she found women guilty of "unnecessary" absences to a much greater degree than men. Most of the persons who made any comments about absenteeism said that they found the absenteeism record of women almost twice as great as that of men.

6. Mr. Bartley Whiteside, Production Superintendent, Aeronautical Wright Corporation, Paterson, N. J., asked if any of the other employers had difficulty in inducing women to buy their bench tools. He said that he found a great deal of resistance among the women to this requirement in his plant.

The representative of only one other firm indicated that the purchase of tools by the workers was required. He said that the women took this requirement as a matter of course, as did the men and they had had no special difficulty.

7. One employer asked what the general practice was in regard to furnishing uniforms. In his plant they believed that a certain kind of clothing was necessary for safety and therefore required that it be worn. Inasmuch as they made the wearing of uniforms a condition of employment, they believed that they should furnish the uniforms. Their practice was to furnish the first uniform

and then inform the women that a second uniform would not be furnished. He stated that women could wear any color or type of clothing which conformed with certain safety requirements. This seemed to be satisfactory with the women, and although they are wearing slacks and safety headgear, they are buying clothing of the color, material, and style which they prefer.

I got the impression that most of the plants did not furnish the uniforms, although they stipulated certain safety requirements, and in some cases placed the order for the uniforms and let the women buy them through the company or at some one department store. This practice was resorted to, because women were finding it difficult to get uniforms made of good wearing materials, while the company could get priorities and therefore a better quality of uniform could be provided.

8. Mr. Whiteside of the Wright Aeronautical Corporation said that he didn't believe that any woman could be trained to set up a complicated machine. He said that he had had difficulty finding women capable of operating such machines, let alone setting them up.

9. Mr. John Ferguson, Vice President of the Bridgeport Brass Company, Bridgeport, Connecticut, said that he was using women in large numbers and found them eminently successful. They were trained to set up their machines and do everything that men formerly had done in his plant. He believed that the attitude of the employer toward women had a very great deal to do with the success with which they could be trained and used on so-called men's jobs. In answer to Mr. Ferguson, Mr. Whiteside felt sure that the work being done at the Bridgeport Brass Company was less intricate than that ~~xxxxx xxxx xxxx xxxx~~ in the Wright Aeronautical plant.

10. Mr. Van Arnam said the training that women got in vocational classes, and especially in the N. Y. A. classes, was invaluable. He said that a woman who had had those preliminary courses had lost their stage fright and he could take them into his plant and adjust them to almost any job, no matter how complicated. He said that he preferred a woman who had had as little as 40 hours' training in one of the vocational schools to a woman who had had no training at all.

11. Miss Anne McCarthy of the Personnel Department of the Chase Brass and Copper Company said that her plant is using women most successfully. She said that their experience did not conform with that of Mr. Whiteside who said that he had found few women on men's jobs who were actually worth as much as men. Miss McCarthy said that on one operation where men and women are doing the same work, some women are earning as much as $100 a week. These women are working on a piece-rate basis.

12. One man wanted to know if I had attendance and turnover statistics to prove that the paternalistic policy in relation to women of the Republic Tool and Drill Company of Chicago was less satisfactory than the policy of the Newport News Shipyard Company.

13. One woman personnel director said that she thought the point that I had made concerning the significance of women's success in industry during this war period upon employment opportunities for women in the future was most important, and that she is trying to get that point across to the women workers in her plant. She asked if we had found any cases in which this attitude had been successfully created among the women workers.

14. Several personnel directors asked for the names of plants that had prepared bulletins for the women employees to help orient them to their jobs. They also wanted names of plants that had prepared literature for foremen, trying to sell the foremen on the idea of using women.

15. Mr. Frank J. Troutwein, New York Stock Exchange, New York City, told me that for the first time in the history of the Stock Exchange they are using women on the floor. He said that even today the Exchange is not willing to sell seats to women, so that the use of women on the floor was a revolutionary innovation. They have selected high school graduates after carefully interviewing them. The girls wear uniforms and their performance and conduct have exceeded all expectations. He said the members of the Exchange were delighted with the girls, and it is quite possible that they will be retained after the war. He cordially invited me to come to the Exchange and see the girls while on the job. He also thought it might be helpful if I could talk to them.

16. Mr. Baker of the Goodrich Rubber Company asked if I ever visited plants to talk to foremen about matters relating to the employment of women. He thought it would be very helpful if something of that kind could be done in his plant.

17. Seniority. At both sessions at which I spoke I asked those present if they had in their plants seniority rules which had made the placement or upgrading of women difficult. This problem did not seem to be general or of any magnitude. I judged from the discussion that in most industries represented progression through jobs unsuitable for women is not common. Almost any of the jobs in the plant, except the highly skilled ones, can be engineered so that women can fill them, and women are promoted from one job to another as the need arises and the woman's experience permits.

18. One man who apparently is connected in some capacity with the railroads illustrated the type of problem that has arisen on the railroads in relation to seniority rules. He explained that brakemen must first serve on freight trains. He said it is very hard manual labor and no woman could do it. However, braking on passenger trains is much easier and simpler. Brakemen on passenger trains also serve as assistant conductors. Women have been successfully used as passenger train brakemen. In order to use them in this capacity, seniority rules have had to be modified.

19. One personnel director, whose business I did not learn, said that they had had some difficulty with seniority rules. They have placed women on certain jobs in spite of men's seniority rights to the jobs, because of the suitability of the jobs for women. The union is raising great objections to this policy, and this man wanted to know what the experience of other firms was in ironing out

this type of difficulty with the union. I ventured the opinion that in plants where seniority rules have been amended, the matter was taken up with the union and a satisfactory provisions agreed upon before women were promoted ahead of men.

20. A representative of the Statler Hotels said that his company had had one experience in respect to seniority rights involving women. In the hotel business, it is customary to use boys first as elevator operators, then as bell boys, and from bell boys bell captains are selected. Obviously, women cannot be used as bell hops, but the Statler Company has found that they make very able bell captains. Through agreement with the workers, the company has arranged to use women as bell captains for the duration.

21. A woman personnel director said that in her plant there had been no difficulty about upgrading women, but the question of job progression had raised a problem in connection with the training of foremen. In order to be a foreman, a man must have been engaged on all of the operations in the department which he supervises. Women are being used exclusively on some of these operations. No man presently employed in the plant has had experience on all of these operations. The question is how men, under these circumstances, can qualify for foremen.

WAR DEPARTMENT
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September 27, 1943

IMMEDIATE RELEASE

EXCERPTS FROM REPORT ON
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DELIVERED BY
BRIGADIER GENERAL LAURENCE S. KUTER,
ASSISTANT CHIEF OF AIR STAFF (PLANS DIVISION), A.A.F.,
BEFORE WAR DEPARTMENT CONFERENCE
OF INDUSTRY, LABOR, AND NEWSPAPER LEADERS,
SEPTEMBER 27, 1943,
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The plan to win the air war with Germany and with Japan originates in the Plans Division of the Air Staff. We are responsible for initiating modification or changes in the plan as operations progress. Our work is reviewed by Joint United States Army and Navy Planners, by Combined British-American Planners, and proceeds through the United States Chief of Staff to the Combined Chiefs of Staff, whence it becomes the direction to the Commander in the field.

The material to be presented to you now is grouped in three headings: The broad plan to defeat Germany, the progress in the air war with Germany to date and, third, an indication of the balance of the job to be done.

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The outline plan, whereby that large order is being accomplished, does bear some resemblance to Disney's recent exposition, Seversky's thesis, Ziff's Plan, Drake's outline, and Douhet's radical theory, although it considerably antedates all but the latter. The plan could be said to germinate with Douhet, to include Billy Mitchell's objectives, to incorporate the air war studies which were under careful preparation in the Air Corps Tactical School from 1934 onward.

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Before proceeding with discussing our progress to date--three side issues of the job itself should be discussed.

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MORE

A second side-issue concerns objectives which we attack and which are not included in our concept of the job to be done. Your newspapers have told you of repeated attacks upon submarine bases at St. Nazaire, Lorient and Brest, yet they are not even in our detailed plan. These attacks were directed by immediate tactical requirements. They and other diversions from this detailed plan are necessary and expeeted. Such diversions, however, are accepted and treated only as tactical necessities.

The third digression concerns the attacks themselves. They are effective. If they were not, the Nazis would not be diverting all of their aircraft building energies to defensive single-engined fighters. If they were not effective, the Nazis would not send out every available fighter to stop our bombers. Because they are effective, they are expensive. They cost the enemy his sources of future military power and they cost him great numbers of defensive fighters. In the attack on Regensburg on August 17, B-17s were dispatched to destroy the plant which was producing over 200 Messerschmitts a month or 25 per cent of German fighter production. They proceeded on to North African bases. Every inch of their way from the Belgian Coast to the Alps was hotly contested by all the fighters Germany could get into the air. The cost was high. We lost 24 B-17s and crews. The Germans lost 135 fighters in the air and, of much more importance, their source of many more hundred fighters for many months to come.

The German can come out with effective rockets or new weapons in his fighters or in his antiaircraft artillery. We are concerned but we are not alarmed. There are still a few tricks up the American sleeve.

Echoing Judge Patterson's quotation of General MacArthur--the Army Air Forces need more air crews, more airplanes, more airplanes and more airplanes. You make 'em, we'll fight 'em.

END

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FUTURE RELEASE

FOR RELEASE MONDAY A.M., SEPTEMBER 27, 1943

PRODUCTION LEADERS CONVENE TODAY FOR ARMY REPORT ON WAR SITUATION

More than 200 industrial, labor and newspaper leaders will gather at The Pentagon in Washington, D. C., today (Monday, September 27) to receive from General George C. Marshall, Chief of Staff of the Army, General H. H. Arnold, Commanding General of the Army Air Forces, and other ranking Army officers a confidential report on the war situation and the obstacles the United Nations must overcome to force the unconditional surrender of Germany and Japan, the War Department announced.

The representatives of the "Army's partners on the production front" are coming from all parts of the country in response to invitations from Under Secretary of War Robert P. Patterson, who will preside at the opening session. In a statement to be incorporated in the official program for the conference, Mr. Patterson says:

"War in a democracy is, and must be, a partnership. It has been repeatedly proven in combat--and indeed in our own successful campaigns in North Africa and Sicily--that the soldier who knows not only what he has to do but also why he has to do it, is the best soldier and the most dogged and determined fighter. He is a partner in the battle of strategy. Civilians, too, are partners in the war and none more than the men who make the weapons with which our soldiers fight."

General Marshall will discuss the military situation on all battlefronts at a morning session. He will be followed by Major General George V. Strong, Chief of the Military Intelligence Service, who will present data collected from all sources on the strength of the enemy, and Lieutenant General Joseph T. McNarney, Deputy Chief of Staff, who will outline the military task ahead.

The afternoon session, at which Lieutenant General William S. Knudsen, Army Director of Production, will preside, will be devoted to a discussion of the war in the air. Brigadier General Laurence S. Kuter, Assistant Chief of the Air Staff for Plans, will report on the strategic bombing of German military and industrial objectives. His assistant, Lieutenant Colonel Frederick S. Wildman, will explain

the air strategy being used against Japan.

Previously undisclosed information on the establishment of air bases, the movement of supplies by air and aircraft production problems will be given to the conferees by Lieutenant Colonel William G. Hipps of the Operations Division, General Staff; Colonel Emmett O'Donnell of the Army Air Forces Advisory Council, and Brigadier General Benjamin W. Chidlaw, Chief of the Materiel Division, Army Air Forces. All phases of the air war picture will be touched upon by General Arnold, in his address closing the afternoon session.

Tuesday morning the complex supply problems that go with global war and the measures necessary to cope with them will be discussed by representatives of the Army Service Forces, Major General W. D. Styer, commanding in the absence from Washington of Lieutenant General Brehon Somervell, will open the session, after which Major General LeRoy Lutes, Director of Operations, will talk on the general subject of logistics and Colonel Lee A. Denson, Jr., Acting Director of the Requirements Division, will outline what is needed to keep our troops supplied in the field.

The tasks confronting the United States in helping allied nations will be described by Lieutenant Colonel William S. Gaud, Jr., Assistant to the Director of the International Aid Division. Brigadier General Hugh C. Minton, Chief of the Production Division, will introduce representatives of each of the supply services to highlight their major production needs for the coming year.

Also scheduled for consideration at this session are such technical problems as contract pricing, to be discussed by Mr. William L. Marbury, General Counsel, Purchases Division; contract renegotiation, by Mr. James M. Dodge, Chairman of the War Department Price Adjustment Board, and contract termination, both now and after the war, by Brigadier General Albert J. Browning, Director of Purchases. The status of plans for industrial and military demobilization when the war is won will be outlined by Brigadier General William F. Tompkins, Director of the Special Planning Division, General Staff. Mr. James P. Mitchell, Director of the Industrial Personnel Division, Army Service Forces, will discuss wartime manpower problems, after which Mr. S. C. Allyn, President of the National Cash Register Corporation, Dayton, Ohio, will tell what the citizens of that community did through cooperative action to alleviate their manpower problem.

MORE

Tuesday afternoon the conferees will move by bus to Fort Belvoir, Virginia, south of Washington. After lunching in the Enlisted Men's Mess Hall, they will hear addresses by the Honorable Henry L. Stimson, Secretary of War; the Honorable James F. Byrnes, Director of the Office of War Mobilization; the Honorable Charles E. Wilson, Executive Vice Chairman of the War Production Board, and Lieutenant General Knudsen. Mr. Patterson will preside at this session.

The program will conclude with a military exhibition at Fort Belvoir in which the production leaders will see the planes and weapons they built in action.

END

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Robinson

REGIONAL MEETING PENNSYLVANIA WELFARE CONFERENCE
Bethlehem, Pa.
September 30, 1943

I. Introduction.
1. Importance of women in war production.
a. 6 million more women employed in August 1943 than in August 1940.
(1) August 1943 - 16.9 million.
(2) August 1940 - 10.8 million.

2. Problem: Secure maximum efficiency from women workers and at same time preserve the health and wellbeing of women and their children.
a. One point of view.
(1) War demands sacrifices of all.
(2) Peace-time standards of employment cannot be afforded in war period.
b. Women's Bureau point-of-view.
(1) Working conditions must be exceptionally high, if
(a) Women are to be efficient.
(b) They are to be able to carry on for the duration the double job of home and factory.
(c) The necessary number of women are to be recruited for industry.
(2) Employment of mothers with young children must be discouraged.
(3) Children of mothers who must work must be provided with adequate care.

II. Working conditions.
1. Relation between proper working conditions, absenteeism and efficiency.
2. Standards required by law; those that must be attained through voluntary action of employers.
3. Hours.
a. Trend back to 1½ or 2 days off a week.
b. German Labor Front - Leader - Dr. Robert Ley:

What is the use of fixing regulation hours of work if, by reason of absenteeism and lost time, whether justified or not, the regulation hours are not observed in practice but are replaced in reality by a shorter period of actual work? What is the use of long working hours if all that they mean is hours of presence and not hours of work and output?

Some undertakings have made most interesting arrangements in regard to the hours of work of women. Thus, a firm in Brandenburg has formed groups of three women each. In each group there are two women who work every day, while the third is on leave, so that each woman works a 40-hour week and has two free days weekly.

4. Part-time-employment of women.
   a. Victory shift in aircraft plant
      (1) One woman works Monday, Tuesday, Wednesday. Second woman works Thursday, Friday, and Saturday.
      (2) 200 women who otherwise would have quit changed to short shift when it was inaugurated.
      (3) 30 to 50 former women workers returned to take part-time work.
      (4) First half of week more popular than last half.

5. Rest periods.
   a. 15-minutesmorning and afternoon.
   b. Rest periods have increased output by as much as 6 percent.
   c. Quality of work also improved.

6. Rest rooms.

7. Washing and toilet facilities.
   a. Especially important where toxicsubstances are used in manufacturing.

8. Seats.
   a. Adjustable, posture seats.
      (1) Rubber plant 16 girls did as much work as 20 after seats installed.
   b. Increase in output from 2 to 13 percent when workers alternate from standing to sitting.

9. Foot rests.

10. Adequate light, heat and ventilation.
    a. Scientific ventilation includes:
       (1) Proper temperature.
       (2) Humidity.
       (3) Air motion.
       (4) Removal of injurious vapors, fumes, gases, dusts.

11. Safety devices.
    a. Safety clothing.
    b. Guarded machines.

12. Proper food facilities.

13. Example of good plant practices.

    a. Rest periods.
       (1) 10 minutes in morning
          (a) Whole plant stops
          (b) Milk and sandwiches sold in rest rooms
       (2) 10 minutes in afternoon
          (a) Ice cream and cold drinks sold in rest rooms

b. Rest rooms.
   (1) Women's rest room near the places where women work.
      (a) Lockers, wash rooms and toilets at end of room.
      (b) Large leather chairs - enough for each woman on shift.
      (c) Smoking facilities.
   (2) General lounge for men and women near cafeteria.
      (a) Easy chairs.
      (b) Smoking facilities.

c. Lunch period - ½ hour
   (1) Excellent food for 25 cents a meal. Covers cost of food, exclusive of labor costs.
   (2) Lunch period staggered so line never long.

d. Ice water and salt tablets throughout the plant.

e. Wooden floors laid over concrete to:
   (1) Reduce noise and fatigue.

f. Hours 8 and 48.

g. Night shift
   (1) Women sent home in taxis. Bus connection poor.

h. Hospital.
   (1) 2 registered nurses constantly on duty.
   (2) Nurses (man for men workers) visit homes of absent workers
   (3) Convalescent workers given light work on return to plant after illness. Helps worker and plant.

i. Absentee rate for women only 3 or 4 percent as compared to 20 percent in many Washington firms.

III. Proper supervision of women workers.
   1. Careful selection of women workers.
      a. Physical examinations.
      b. Family and home responsibilities.
         (1) War Manpower Commission policy on employment of women with young children.

On August 12, 1942, the War Manpower Commission issued a statement of policy on employment in industry of women with young children. This states that special efforts to secure the employment in industry of women with young children should be deferred until full use has been made of all other sources of labor supply; that barriers against the employment of women with young children should not be set up by employers, as the decision should in all cases be made by the woman herself in the light of particular conditions prevailing in her home; that whenever it is found that women with young children are gainfully employed in essential activities, or that recruitment of such women is necessary to meet essential labor demands, their employment should be at such hours and on such shifts as will cause the least disruption in daily life; and that adequate facilities for child care during

working hours should be developed as community projects, and not under the auspices of individual employers or employer groups, if working women are unable to arrange for the satisfactory care of their children at home.

(2) War Department representative calls women with young children a liability to industry.

2. Placement on suitable jobs.
   a. Very heavy work unsuitable.
   b. Very hot, dirty work.
   c. Jobs unsuitable for pregnant women.
      (1) Heavy lifting.
      (2) Continuous standing and moving.
      (3) Jobs requiring good sense of bodily balance.
      (4) Exposure to toxic substances.
   d. Placement of mothers on day shift
      (1) No rotation of shifts for mothers.

3. Recommended policy in respect to pregnant women.
   a. Avoidance of penalizing regulations which encourage concealment of pregnancy.
   b. Encourage reporting pregnancy so that worker may be transferred to more suitable work.
   c. Prenatal and postnatal leave periods.
      (1) Length dependent on physical condition of woman in each case.
      (2) In all cases a minimum of 6 weeks before delivery, and 2 months after delivery.
   d. Job protection for a reasonable period of time.

4. Counselor system.
   a. Object to help women to adjust to their jobs and solve their home responsibilities.
   b. Aids within plant.
      (1) Safe clothing.
      (2) Observance of safety rules.
      (3) Special facilities for women adequate.
      (4) Correct causes for complaints.
         (a) Food.
         (b) Noise.
         (c) Rest rooms.
         (d) Personnel problems.

   c. Aids in adjusting home and community conditions.
      (1) Transportation.
      (2) Housing.
      (3) Child care
      (4) Care in case of sickness.
      (5) Rationing
      (6) Shopping.

d. Negro councelors where large numbers of women are employed.

e. Exit interviews.

IV. Social problems connected with women's employment in large numbers.

June 1944.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

LABOR ADVISORY COMMITTEE TO THE WOMEN'S BUREAU ON STANDARDS FOR THE EMPLOYMENT OF WOMEN IN THE DEFENSE PROGRAM

Organization	Representative
Amalgamated Clothing Workers of America	Mrs. Dorothy Bellanca 15 Union Square New York City
Congress of Industrial Organization	Mrs. Kittie Pollack Hillickson 715 Jackson Place Washington, D. C.
Inte International Association of Machinists	Mr. H. C. Davison, Sec'y-Treas. Machinists Building Washington, D. C.
International Brotherhood of Electrical Workers of America	Miss Marie Downey 1200 Fifteenth St., N. W., Washington, D. C.
International Council of Office Employees Union	Miss Frances O'Donnell ~~627 - 14th St., N. W.,~~ 1110-13th St NW Washington, D. C.
International Ladies' Garment Workers Union	Miss Sadie Reisch Children's & Cotton Dressmakers' Union 34 William St., Newark, N. J.
National Women's Trade Union League of America	Miss Elizabeth Christman Machinists Building, Washington, D. C. Miss Rose Schneiderman 247 Lexington Ave., New York City, N. Y.
Steel Workers Organizing Committee	Miss
Textile Workers Union of America	Miss Elizabeth Hord Textile Workers Union 20 Olneyville Sq. Providence, R. I.

Organization	Representative
United Automobile Workers of America	Mrs. Edith Bryson, 15210 Moffini Drive Detroit, Michigan Mrs. Louise Stabler 505 Detroit St., Ann Arbor, Michigan
United Rubber Workers of America	Mrs. Grace Hines 1715 Ohio St, Cuyahoga Falls, Ohio
United Electrical, Radio and Machine Workers of America	Miss Ruth Young, Executive Sec'Y 100 West 42nd St., New York 18, N. Y.
United Office and Professional Workers of America	Miss Evelyn Adler 8 W. 40th St., New York City, N. Y.

Katherine Bertelli

Assistant to C.I.O. members of First Regional War Labor Board, Boston. -

Labor representative on W.L.B. panel to conduct hearings on disputes involving American Woolen Co. and Textile Workers Union of America, C.I.O.

June, 1944.

PROGRAM

OF

THE UNITED STEELWORKERS OF AMERICA

Approved by the International Executive Board and Submitted to the National Wage and Policy Conference at its Meeting on December 1, 1943.

★

UNITED STEELWORKERS OF AMERICA
1500 Commonwealth Building
Pittsburgh, Pa.

4

1—WAGES

(a) There shall be a general wage adjustment of 17c per hour for all employees.

(b) With regard to the mechanical occupations, a fixed number of classifications shall be determined for each mechanical occupation, but in no event to exceed three, and fixed rates should be established for each such classification.

(c) Severance pay of four weeks' pay for all employees having one year and less than three years continuous service and eight weeks' pay for all employees having three of more years continuous service, shall be given to the employees when the plant or any portion thereof is permanently closed down.

(d) Each employee of the company shall be guaranteed a minimum weekly wage for each week during the life of this contract. Such minimum weekly wage shall be computed in the following manner: the individual employee's straight time average hourly rate of earnings for the year preceding the effective date of this contract, or such portion thereof during which the employee may have been employed by the company, plus the general wage adjustments included in the new contract, shall be multiplied by 40 hours. With regard to any employee who may be employed hereafter, his minimum weekly wage shall be determined by multiplying his straight time average hourly rate of earnings for the first three months of employment by 40 hours. For each week during the life of this contract that the employee for reasons beyond his control does not receive a sum equal to this minimum amount, the company shall make up the difference.

(e) A general wage adjustment in all applicable plants to eliminate any outstanding geographical wage differential.

2—HOURS OF WORK

(a) Time and one-half shall be paid for work performed on the sixth or seventh day of the regular established work-week of the employee and each of the first five days of the work-week shall be computed as days worked although the employee has not worked either because the company has advised him not to report, or due to illness, or because engaged in official union affairs, or because of other reasons beyond the control of the employee. Provided that upon the elimination of Executive Order 9240 double time shall be paid for work performed on the seventh day of the work-week under the foregoing conditions or for the seventh consecutive day worked.

(b) All employees should be scheduled on the normal work-week, and time and one-half shall be paid to those employees who are called out on their regularly scheduled days of rest.

(c) For the purpose of computing the number of hours of work to determine whether overtime has to be paid on either a daily or weekly basis:

Any hours of work which are compensated for at overtime rates on a daily basis shall be included and counted as hours worked in determining whether the employee has worked more than 40 hours in the work-week for the purpose of determining overtime rates on a weekly basis.

3—VACATIONS

(a) One week's vacation shall be given to all employees with continuous service of one year and less than three years. Two weeks' vacation shall be given to all employees with continuous service of three years or more.

(b) As long as the steel industry is on the basis of a 48-hour work-week, the hours of pay for each vacation week for any employee should not be less than 48 hours per week. When the normal work-week is decreased, the hours of pay for each vacation week for any employee should not be less than 40 hours per week. The maximum hours of pay for each vacation week shall be the average hours worked by the employee during the two pay periods as covered in the present contract.

(c) The present provision in the contract requiring consistent employment as a condition for receiving vacations, meaning the receipt of earnings in at least 60% of the pay periods, shall be eliminated.

(d) All employees who are in the Armed Forces or Merchant Marine should receive vacation pay each year while they are in such service.

4—SENIORITY

(a) In the case of promotions and increase in forces, length of continuous service shall be the determining factor unless it is proved by way of a trial period on the job that the employee involved has not the ability to perform the work. In the case of a decrease in forces, length of continuous service shall be the determining factor.

(b) For those contracts, as in the case of Carnegie-Illinois Steel Corporation, which provide for a reference to the Carnegie Pension Fund Rules for determinging continuity of service up to and including March 31, 1941, the contract should provide that within 60 days of the execution of the new contract, the company should either provide or make available to all employees the record of continuous service up to and including March 31, 1941. Any employee who has a grievance with regard to such record may present the same within thirty days thereafter, which grievance shall be adjusted under the grievance machinery including arbitration. Unless a grievance is submitted, the record shall be final.

(c) The period for probationary employees shall be decreased from three months to 30 days.

5—ADJUSTMENT OF GRIEVANCES

(a) When an employee submits a complaint to his foreman, the foreman must give an answer within 24 hours.

(b) In Step 1 the grievance, when presented in writing, should be submitted to the foreman and to the department superintendent at the same time. The answer to the grievance in Step 1 must be given within 48 hours instead of three days.

(c) Step 2 shall be eliminated.

(d) Grievances discussed at the regular monthly meeting in Step 2 must be answered not later than five days after the date of the meeting instead of the present ten days. Accurate minutes of the meeting must be prepared not later than five days after the date of the meeting.

(e) Meetings to be held under Step 3 between representatives of the International Union and representatives of the company must be held no later than five days after the appeal has been taken to Step 3.

(f) An arbitrator must be appointed within ten days following the receipt by either party of a request from the other for the appointment of such arbitrator.

(g) When grievances are not disposed of within the prescribed time in any step, unless an extension of time has been mutually agreed upon, they may be appealed to the next step.

(h) The limitation of the retroactive date for arbitration awards to the date of filing of the written grievance shall be eliminated.

6—SAFETY AND HEALTH

The provisions of protective devices, etc., should be amended as follows:

The protective devices, wearing apparel, safety shoes, goggles, gloves, fire and water-proof clothes, and other articles equally necessary to properly safeguard the health of the employees and protect employees from injury shall be provided by the company.

7—RATE ESTABLISHMENT AND ADJUSTMENT

(a) Any wage inequality may be made the subject of a grievance. In the event the parties cannot agree on its disposition or to submit the same to arbitration then either party may submit the same to the National War Labor Board or the appropriate Governmental body. The objective shall be equal pay for similar work.

(b) Where changes are made in equipment, method of process, material processed, or quality or production standards which would result in a substantial change in job duties or requirements; or where over a period of time an accumulation of changes of this type which in toto, have resulted in a substantial change in job duties or requirements, a grievance may be presented by either party for the adjustment of hourly, percentage and tonnage rates under the grievance machinery including final arbitration. No such change in the rate shall be put into effect unless the parties mutually agree to the change or as the result of the decision of the arbitrator appointed in accordance with provisions of the contract for the Adjustment of Grievances.

8—HOLIDAYS

(a) Thanksgiving Day, January 1, July 4, Labor Day, Christmas, and Memorial Day shall be included as holidays. By local agreement another day may be chosen as a holiday in place of Memorial Day.

(b) All employees if required to work on the holidays shall be paid at the rate of time and one-half per hour of work without any special reference to the present National emergency.

(c) Holidays shall be considered as days worked, whether worked or not and regardless whether they are scheduled as days of work or of rest, for the purpose of determining whether an employee has worked six days in his scheduled work-week or has worked six consecutive work days.

9—MILITARY SERVICE

Employees who have entered or may enter the Maritime Service shall receive the same protection as employees who have entered or may enter the Naval or Military services.

10—MAINTENANCE OF MEMBERSHIP AND CHECKOFF

Provisions for deduction of dues shall be amended to authorize the deduction of one dollar ($1.00) or such additional amount, not to exceed one dollar and fifty cents ($1.50), as determined in accordance with the provision of the Constitution of the International Union. Any increase above one dollar ($1.00) must be first approved by the Local Union and any such increase shall be refunded by the International Secretary-Treasurer to the Local Union.

11—IN-PLANT FEEDING

Each plant shall have adequate facilities for providing adequate food for one meal for each shift at prices not to exceed cost. The Union shall have the right to participate with management in the establishment and maintenance of such facilities and the service and quality of food furnished.

12—SICK LEAVE

Each employee with continuous service of one year and less than three years shall be entitled to seven days of sick leave with pay. Each employee with continuous service of three years or more shall be entitled to 14 days of sick leave with pay.

13—SHIFT DIFFERENTIAL

There shall be a wage allowance of five cents (5c) per hour for all employees on the afternoon shift, and a wage allowance of ten cents (10c) per hour for employees on the night shift.

14 — LOCAL CONDITIONS

The contract when executed shall not be deemed to deprive the employees of any plant of any local conditions or practices which may be in effect as of the effective date of this contract and are more beneficial to the employees than the terms and conditions of this contract.

15—SUPERVISORS

Supervisors not covered by the contract shall not be permitted to perform any work customarily performed by the production or maintenance employees covered by the contract.

16—SALARIED EMPLOYEES

The applicable provisions of this program together with such additional provisions which are to be formulated at a conference of representatives of the salaried employees who are members of the Union will be presented to the appropriate companies in separate collective bargaining conferences.

17—CHECKING OF TONNAGE WEIGHTS

Scales in use for the purpose of determining steel tonnage on the basis of which wage payments are made, should be inspected periodically by appropriate Governmental agencies.

18—CONTRACTING OF WORK IN PLANTS

The employees covered by the contract should be given preference for any work performed in and about the plants.

19—APPRENTICESHIP

Within 30 days after the signing of the contract a joint apprenticeship committee shall be set up locally to work out an apprenticeship program in line with the standards of the Federal Bureau of Apprenticeship.

20—LEARNERS

Learners shall receive no less than the common labor rate.

21—SENIORITY FOR LOCAL UNION OFFICERS, GRIEVANCEMEN AND ASSISTANT GRIEVANCEMEN

In the case of increase and decrease of forces, local union officers, grievancemen and assistant grievancemen shall be given preference. Local union officers, grievancemen and assistant grievancemen shall be entitled to obtain a leave of absence for a period not to exceed two years which period shall not constitute a break in the record of continuous service, but should be included in the employee's record of continuous service.

22—TERMINATION DATE

The contract shall be for a period of two years with provision for either party to open up the contract on the issue of wages by furnishing a 30 day notice.

Supplemental Proposals

23—FUND FOR ARMED FORCES

(a) All the steel workers in the industry shall contribute out of whatever wage increases may be directed by the National War Labor Board an amount of twenty dollars ($20.00) per person.

(b) Each steel company shall be directed by the National War Labor Board to match the amount thus contributed by their employees.

(c) All of such contributions shall be pooled into a single joint fund. Such fund shall be paid out to the steel workers in the Armed Services when they are honorably discharged, or to the dependents of those who may die while in service. The proration shall be on a basis which will allow a certain amount to each soldier, depending on his length of service both in this country and overseas.

(d) The administration of this program shall be under the supervision of certain trustees to be named by the steel corporations and the United Steelworkers of America.

24—INSURANCE PLAN

BENEFITS:

(a) Life, accidental death and dismemberment insurance in a face amount equal to 75 percent of average annual earnings, with a minimum coverage of $1500.00.

(b) Disability insurance with benefits of 75 percent of weekly average earnings payable for 13 weeks for each disability.

(c) Hospitalization and surgical benefits covering workers and dependents for 21 days at six dollars ($6.00) per day for each disability, hospital facilities to the extent of fifty dollars ($50.00) and surgical costs to the extent of one hundred and fifty dollars ($150.00).

The plan shall be operated under joint union-management administration. Provision shall be made for continued insurance of employees during periods of layoff unless employment is secured elsewhere. More advantageous terms in any existing plan shall not be reduced.

President.

Secretary-Treasurer.

The attached letter was sent to the following people on April 12, 1944:

Mr. Paul Hutchings, Sec.-Treas.
International Council of Office
Employees' Unions
827 - 14th St., N. W.
Washington 5, D. C.

2. Mr. Philip Murray, President
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C.

3. Mr. Edwin J. Brown, President
International Brotherhood of Electrical
Workers of America
1200 Fifteenth St., N. W.
Washington, D. C.

4. Miss Margaret Scattergood
International Council of Office
Employees' Unions
827 - 14th Street, N. W.
Washington, D. C.

5. Miss Evelyn Adler
National Social Service Division
8 West 40th Street
New York, N. Y.

Files

April 12, 1944

Mr. Paul Hutchings, Sec.-Treas.
International Council of Office
Employees' Unions
827 - 14th Street, N. W.,
Washington 5, D. C.

My dear Mr. Hutchings:

I am inclosing a copy of the leaflet, "Suggested Standards for Union Contract Provisions Affecting Women, the contents of which were agreed upon at a conference of union women called by the Women's Bureau, February 21, 1944. We will be glad to send you or your organization additional copies on request.

I want to thank you for the valuable help and cooperation your representative and organization gave us in the preparation of this leaflet.

Sincerely yours,

Mary Anderson, Director

Inclosure
MA:LS:MMC

Files

April 11, 1944

Plymouth Local #51, UAW-CIO
9319 Mt. Elliott Avenue
Detroit 11, Michigan

Gentlemen:

I am inclosing a copy of a leaflet entitled "Suggested Standards for Union Contract Provisions Affecting Women." These standards were drafted by the Women's Bureau in cooperation with a committee of women members of C. I. O. and A. F. of L. unions.

Mrs. Mae McKernan of Local #51 was a member of that committee. Because of her knowledge of the problems of women workers and her rich union experience, her contribution to the committee was invaluable. I want to take this opportunity to thank your organization, and through you Mrs. McKernan, for the very unusual contribution she made to this project of the Women's Bureau.

We will be glad to send additional copies of the inclosed leaflet upon request.

Sincerely yours,

Inclosure

Mary Anderson, Director

Files

April 11, 1944

Mrs. Mae McKernan
5351 Townshend
Detroit 15, Michigan

My dear Mrs. McKernan:

We have just received from the printer copies of "Suggested Standards for Union Contract Provisions Affecting Women," the contents of which were agrsed upon at our conference of union women on February 21, 1944. I am inclosing a copy of the leaflet and will be glad to send additional copies to you and to your organization upon request.

I am inclosing a copy of a letter sent to your Local 51.

Again I want to thank you for the valuable help and advice that you gave us in the drafting of these standards. I hope that they may prove helpful to unions in their efforts to promote the welfare of women members.

Sincerely yours,

Mary Anderson, Director

Inclosures
MA:LS:MMG

This letter was also sent to

Mr. Harvey W. Brown
International Assodiation
of Machinists
Machinists' Bldg.
Washington, D. C.

Miss Sadie Reisch
Children's and Cotton Dressmakers' Union
34 William Street
Newark, N. J

Files

April 11, 1944

Mrs. Dorothy Bellanca
Amalgamated Clothing Workers of America
15 Union Square
New York, N. Y.

My dear Mrs. Bellanca:

We have just received from the printer copies of "Suggested Standards for Union Contract Provisions Affecting Women," the contents of which were agreed upon at our conference of union women on February 21, 1944. I am inclosing a copy of the leaflet and will be glad to send additional copies to you and to your organization upon request.

I hope that the standards may prove helpful to unions in their efforts to promote the welfare of women members.

Sincerely yours,

Inclosure

Mary Anderson, Director

Union Central

The attached letter was sent to the following people on April 11, 1944

Mrs. Edith Brysse
15210 Rossini Drive
Detroit, Mich.

2. Miss Rose Schneiderman
235 East 22nd Street
New York City

3. Miss Elisabeth Christman, Sec-Treas.
National Women's Trade Union League
Machinists' Building
Washington, D. C.

4. Miss Ruth Young, Exec. Sec.
U. E. R. & M. W. of A., #4
100 West 42nd St.
New York 18, N. Y.

5. Mrs. Ellickson
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C.

6. Miss Frances O'Donnell
International Council of Office
Employees' Unions
827 - 14th St., N. W.
Washington 5, D. C.

7. Miss Marie Downey
International Brotherhood of Electrical
Workers of America
1200 Fifteenth St., N. W.
Washington, D. C.

8. Mrs. Louise Stabler
505 Detroit Street
Ann Arbor, Michigan

9. Mrs. Frances Sayler
U. E. R. & M. W. of A.
1029 Vermont Avenue, N. W.
Washington, D. C.

10. Miss Dorothy Hayes
U. O. & P. Workers of America
1029 Vermont Avenue, N. W.
Washington, D. C.

11. Miss Anna Berensen
Policy Division, U. A. W.
17th & F Streets, N. W.
Washington, D. C.

Files

April 11, 1944

Mrs. Edith Brysse
15200 Rossini Drive
Detroit, Michigan

My dear Mrs. Brysse:

We have just received from the printer copies of "Suggested Standards for Union Contract Provisions Affecting Women," the contents of which were agreed upon at our conference of union women on February 21, 1944. I am inclosing a copy of the leaflet and will be glad to send additional copies to you and to your organization upon request.

Again I want to thank you for the valuable help and advice that you gave us in the drafting of these standards. I hope that they may prove helpful to unions in their efforts to promote the welfare of women members.

Sincerely yours,

Inclosure

Mary Anderson, Director

5351 Townsend ave
Detroit (13) Mich
Mar 7/44

U. S Dept. of Labor
Women's Bureau.
Mary Anderson.

WOMEN'S BUREAU
MAR 10 1944
DEPARTMENT OF LABOR

Dear Miss Anderson.

Replying to yaur letter of Mar 3rd. In regard to the revision of standards for union contracts. to the best of my knowledge it is corect, except I thought that in the proposed length of time for rest periods it had been left to up to the negotiators to stipulate time. in as much as

some have 10 minutes and others fifteen but I see nothing wrong in the 10 minutes mentioned

I would appreciate it if you could send a copy of these standards to our local union offices, with a letter stating my attendance there and any comments you may wish to make in regard to any contributions that I might have made that were helpful I ask this as a special favor because of a vicious attack that was made upon me by reactionary elements in our local Union who do not believe in equality for either women or the negro people. and unfortunately were elected to head our union. So that my trip to Washington, and the work done there can be recorded in the minutes of our local. so that all the ranks fill ~~many~~ know what has been done in order to carry out democratic ideals. I ask this consideration of you.

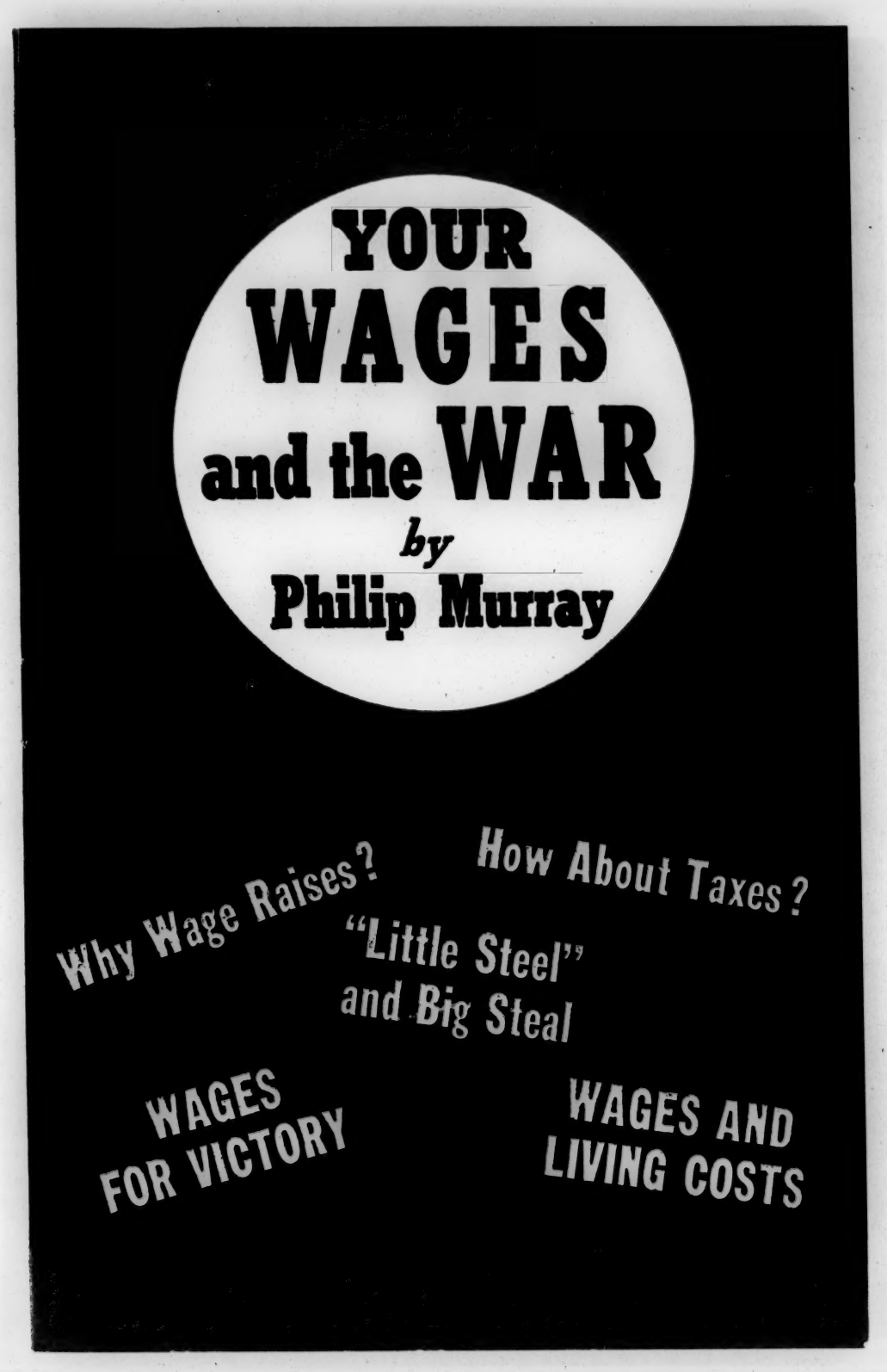
I feel that if unions will adopt these standards, that we will have overcome one of our big problems of discrimination

Thanking you on behalf of the working women in our plant, for the interest shown and the help given by yuss and your staff. To the many problems concerning women. I remain

Sincerely yours
Mae McKernan

our local union addres is
Plymouth local 51 U.A.W. C.I.O.
9319 Mt. Elliott ave
Detroit 11 Mich.

P.S. If I can be of any assistance to you at any time. Please, feel free to ask me.


YOUR
WAGES
and the WAR
by
Philip Murray
Why Wage Raises?
How About Taxes?
"Little Steel"
and Big Steal
WAGES
FOR VICTORY
WAGES AND
LIVING COSTS

To Presidents of All UAW-CIO Local Unions:

The conventions of the UAW and the National CIO both voted unanimously for the breaking of the Little Steel Formula.

For over a year organized labor sought to live with the Little Steel Formula. We did this because we knew that without some form of wage ceiling the control of prices, profits and salaries would be impossible.

But the President's enemies and our own have wrecked the seven-point program. Through a whole series of actions, they are opening the floodgates to a disastrous sweep of inflation. Workers whose wages have been frozen under the Little Steel Formula now find that they must pay more and more for the necessities of life—that the food, clothing and shelter they receive in return for an hour's work has gone down.

We have therefore launched upon a program of action along the following lines:

1. A concerted drive to revise government wage policies for the establishment of hourly earnings in accord with the needs of war production workers.

2. Renewed insistence that a full stabilization program affecting matters of prices, profits, salaries and taxes be enacted and administered without appeasement of any special interests.

The same conventions of the UAW and the National CIO which worked out this program also pointed to the means by which it was to be achieved. Emphatically it was declared that labor's no-strike pledge stood for the duration of the war against the enemies of labor and the nation. For such strike action would serve not only to betray our brothers on the firing line but to disrupt labor's present campaign for needed wage adjustments.

I am convinced that employers in our industry are deliberately seeking to provoke strike action for the purpose of compromising the position of labor before the public and defeating labor's legitimate claims before government agencies. A whole series of **reports has come to me from UAW locals of acts by management which could be interpreted only as such invitations to the interruption of vital war production.**

The battle, therefore, to secure wage adjustments can be successful only if it is fought in accordance with the following principles:

1. Strict adherence to labor's no-strike pledge, and disciplined action in support to labor's common program.

2. Full support to an overall stabilization program, which includes adjustment required to restore the real value of the workers' wage.

3. Use of all avenues of publicity and political action for the defeat of the conspiracy within and without Congress to destroy labor and weaken the war effort.

4. Mobilization of all resources of the UAW and the CIO behind the wage demands of steel workers and auto workers as they are placed before the responsible agencies of government.

Fraternally yours,
R. J. THOMAS, President,
International Union, UAW-CIO.

Your Wages and the War

by PHILIP MURRAY

I think it was the universal consensus of opinion of all the people throughout the country, or at least the overwhelming majority of the people in this nation of ours, that when our nation became involved in war and blood had to be spilled and lives had to be lost, there would be a real equality of sacrifice and that no one individual or no group of individuals would take advantage of this thing we call a global blood bath to extort profit or to filch money from the public pocketbook at the expense of the war effort.

Records produced and presented to various Congressional committees by both the Treasury Department of the United States and the Office of Price Administration in the course of Congressional hearings upon the fundamental question of taxes reveal the rather astonishing fact that a few people and a great many corporations are extracting more profit out of this war and out of American industry than has even been taken out of the public pocketbook at any time in the history of the United States.



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Something Wrong

There is something radically wrong with an economic situation that permits the development of conditions such as that.

Witness the horrifying examples provided the Congress of the United States by the Office of Price Administration only last March, where, in the adducing of testimony before a Congressional committee, the duly accredited representatives of the Office of Price Administration testified that 61.8 percent of all families in the United States were making less than $2,500.00 a year; 61.8 percent of all the families received in 1942 29.7 percent of the aggregate income of all families, and they bought 38.8 percent of the country's consumer goods and services.

Thus, the families receiving less than $2,500.00 per year constitute six out of every ten. They received less than $3.00 out of every $10.00 of the national family income and they spent less than $4.00 out of ever $10.00 spent by consumers.

Further, the families receiving less than $2,500.00 in 1942 spent 34.9 percent of their incomes for food, whereas those with higher incomes spent only 15.2 percent of their incomes for food.

The less than $2,500.00 group was obliged to spend 50 percent of income for food, rent, and household fuel, whereas the



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higher paid group required only 25 percent of income for these essentials.

Those families with incomes above $2,500.00 comprising only 38.2 percent of the nation's families in 1942, or 12.7 million families received 70.3 percent of the total income of all families throughout the nation and bought 61.2 percent of our national goods and services.

How They Spend It

In terms of total expenditures after providing for food, housing and fuel, the 20.6 million families with incomes under $2,500.00 spent only 11.6 billion dollars for transportation, the doctor, the dentist, education, recreation and all other goods and services. On the other hand, the 12.7 million families with incomes above $2,500.00 spent nearly double that amount, or 21.4 billion dollars for the same purpose.

That is not a CIO set of statistics. It is an authoritative set of figures submitted to the Congress of the United States by a governmental agency known as the Office of Price Administration. It indicates one thing, that rather than make effective this program of equality of sacrifice to which all of the people, or at least the overwhelming majority of the people wholeheartedly subscribe, the reverse, according to these figures, is found to be true.

Now, let us follow this truth a little further, and we find that the House Ways and Means Committee is giving consideration to increased taxation to provide the necessary revenues for the ordinary functionings of our government and the financing of the war, and in so doing it has been suggested by certain special interests seeking definite special privileges that exemptions among the lower income groups be lowered, and lowered to a point which contemplates the possibility of extracting, through the processes of taxation, a figure in money amounting to an additional ten percent cut in wages. That is the sort of program that is under consideration in the Federal Congress today.

Let us give a factual description of the individual situation, where the individual receives an income of $2,500.00 per year. Many people may have the false notion that a family receiving a gross income of $2,500.00 per year is pretty well situated.

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That may have been true before the war, but unfortunately higher living costs and other factors have changed that picture so much that, according to testimony adduced before the House Ways and Means Committee only two weeks ago by a member of the United Steelworkers of America, whose name is Glenn Speelman, and who is employed by the Empire Sheet and Tinplate Company of Mansfield, Ohio, he finds himself living under these conditions. He says:

"I am married; I have two children. I am a high school graduate, and I have served three years' apprenticeship in my trade. My occupation is a blooming mill motor inspector,"—which, by the way, is a skilled job.

Life on $2,500 a Year

"At this task I have worked for eight years. My average hourly earnings, including overtime at the present time, are $1.07. My annual estimated income this year will be $2,573.11, if I work every available hour, including overtime.

"My average weekly hours are 45½. My food expenses for this year will be $700.00. I estimate clothing expenses for my entire family at $225.00. I estimate my rent to be $336.00 per year, which is $28.00 per month. The fuel and light expenses of my family will be $205.00 this year. It will cost me about $50.00 for replacement of household equipment.

"I have estimated it will cost my family about $140.00 for dental and medical care, about $35.00 for medical supplies, $30.00 for tobacco, cigarettes, etc., and $19.00 for reading material, such as newspapers and magazines for the entire year, and a small item of $20.00 for telephone. The medical expenses are what we have actually paid out for serious cases when we are compelled to go to the doctor.

"I have a 1940 Willys-Overland car, and the item I have listed for the car of $60.00 is for license, insurance, gasoline, oil, and repairs. Certainly I must at least have a car with which to go to my work.

"I contribute to my church $36.00 per year, $25.00 for the Red Cross, and I spend $50.00 per year on so-called recreation.

"My union dues are $12.00 per year.

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"In addition I have insurance which costs me about $122.12. I have paid in taxes in 1943, $55.80 for victory tax, $94.80 for withholding tax, and $43.43 on my 1942 income tax, and I have purchased $316.00 worth of war bonds under a 10 percent payroll system during the war bond drive.

"My total expenditures for the current year are $2,575.40 and my total income is $2,573.11."

Now do we need to debate the issue? There is a typical American worker with a typical Amercan family. I could take you to hundreds of thousands of Glenn Speelmans, scattered all over the United States of America, people who are in the so-called $2,500.00 brackets.

I contend these millions of Glenn Speelmans are not getting a fair break. It was never intended, so far as I have been able to understand the intents of government, that men with families such as Glenn Speelman should be required to make this kind of sacrifice whilst other substantial segments of the national population are deriving extraordinary profits out of the war.

Wages Frozen

We get back now to the realm of so-called national wage stabilization. It has been repeated by many of the preceding speakers that wages are frozen. For all practical purposes they have been.



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CIO NATIONAL

WHEREAS, (1) The CIO has throughout the war emergency led the nation in recognition of the necessity for a thoroughly stabilized home front economy to assure maintenance of morale, national unity and maximum war production for victory in the war.

Labor has rallied behind President Roosevelt in his demand originally enunciated in April, 1942, for national economic stabilization through the application of his seven-point program.

Labor has vigorously pointed out the absolute necessity for firm action on all fronts if sound stabilization is to be achieved—action which would result in equal and impartial stabilization of all aspects of our war economy, including prices, profits, salaries and wages.

Such a program obviously requires effective control of prices, a sound tax system to curb high incomes and swollen corporate profits, and a sound wage stabilization program which would assure to workers levels of payment calculated to promote production, preserve health and working efficiency and assure the highest national morale.

SPECIAL INTERESTS

(2) It is an unfortunate fact that the people's demands for a sound and integrated economic stabilization program have not been made effective. Special interests and pressures have operated, particularly in the halls of Congress, to prevent effective steps on each of the important aspects of such a program.

The results thus far have created serious dangers of disunity within the nation and a broad weakening of the home front. On the one hand wages have been subjected to severe limitations; on the other hand Congress has refused to enact a tax bill calculated to curb war profits and to call upon the corporations and those of high incomes to make their proper contribution to the cost of the war, and has sabotaged the administration's agricultural program.

Congress has taken every opportunity to impede and prevent effective action to control prices, and even today is threatening to bar the use of funds essential for subsidies to assure some measure of price control. The rollback of prices has not been fulfilled.

Excessive prices and profits coupled with the freezing of wages have created the conditions for inflation and have resulted in severe

WAGE POLICY

strains upon the food and clothing budgets of workers, with consequent threats to their efficiency in war production. In order that genuine stabilization of our economy be accomplished and inflation be avoided, which is essential—now, therefore, be it:

ELIMINATE "LITTLE STEEL"

RESOLVED, (1) That it has become necessary to eliminate the so-called Little Steel formula which, particularly in view of the rise in the cost of living and the added burdens on the workers, is no longer in accord with reality. The working men and women of America must be permitted, through the sound and stable processes of collective bargaining, to secure wage adjustments to levels necessary to maintain their morale, health and efficiency and to meet the special needs imposed on them in this war period;

(2) The sound and tested processes of collective bargaining must be freed to secure the elimination of inequalities and inequities in wage structures and to bring about, where feasible, industry-wide stabilization of wage structures on the basic principle of equal pay for the same work;

(3) Continued action must be assured to bring about the lifting of substandard wage rates to minimum levels of American decency;

(4) A truly stabilized national war economy must be secured through the achievement of these wage policy objectives, combined with a determined insistence upon a policy of vigorous price control, overall rationing, and a firm taxation policy calculated to raise the funds necessary for victory out of the luxury living levels reflected in corporate profits and high income brackets and not out of the food budgets of workers.

Any continued failure to assure strong price control, overall rationing and taxation truly based upon ability to pay will of course require future readjustment of wages in the effort to protect the health, welfare and morale of the home front against consequences disastrous to our march to victory;

(5) The President of the CIO is directed to forward copies of this resolution to the President of the United States and the members of the National War Labor Board.

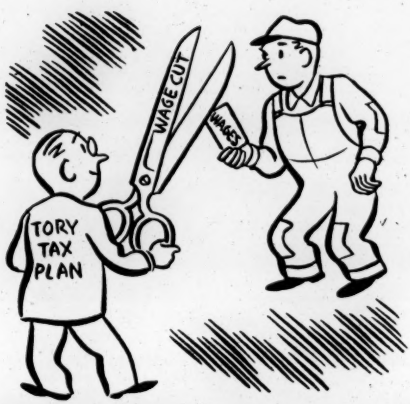
★ ★ ★ ★ ★ ★ ★

The National War Labor Board is not at fault for the freezing of wages; the War Labor Board is living under a dictum given it by the Congress of the United States and by directives issued by the President of the United States, so that the activities of the National War Labor Board under existing circumstances are so circumscribed that they cannot, unless the policy is changed, correct any of the abuses from which these millions of workers are now suffering.

There is only one way to correct them, and that is to have these directives changed. That is the only way.

Our organization is not interested in the promotion of this thing called uncontrollable inflation. It is opposed to inflation, it fears the possibility of inflation visiting its home, because it has come to regard the dire consequences that may very well trail in the wake of uncontrollable inflation.

The policy of this organization has been consistently directed from the very beginning against the development of inflation, but despite our best efforts, despite our wholehearted support of the President of the United States to make that kind of plan truly effective, the Congress of the United States has repeatedly said, "No."



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And the procurement divisions of the Federal Government in the meantime have paid substantial monetary tribute to many of our war contractors, far in excess of the fondest expectations of the people who are producing these munitions of war throughout the United States of America—and I speak now with particular reference to manufacturers.

U. S. Wage Policy Wrong

The wage policies of the Federal Government are wrong, not only in so far as they freeze under these conditions the possibility of American wage earners adjusting their conditions so as to be able to meet their country's war needs, but also to maintain their families in a state of health and decency; maintain the workers' morale to a point, and their health to a point, where they will be able to report daily to their respective occupations and trades and produce the necessary goods to keep the war going on.

The present national wage policy of the American government is definitely impairing the efficiency of the American workers, and it continues to do so.

The remedy has to be found to correct the abuses that have grown out of this situation, and that remedy is provided in the resolution which has this afternoon been presented to this great national convention.



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There is no desire on the part of the CIO or any one of its millions of members to derive any kind of special privilege out of this situation in which our country now finds itself.

All that they want is enough food to provide the necessary nutrition to keep them going, enough clothing, enough medicine, enough medical care, and a little home to protect and shelter both them and their families.

There is nothing in that program which contemplates extortion or prosecutes selfish interests. It is merely a desire, as expressed in this resolution, on the part of the CIO to get out of this economy of ours something approximating a square deal, a reasonably fair deal.

It may be well in passing to remind you that in an industry such as steel approximately 61 percent of all the workers employed have had their wages absolutely and positively frozen for the past two years, two years next February, after they got an increase of five and a half cents per hour.

Well, the remaining 39 percent have derived some partial benefits out of increased productivity.

It records the tremendous effort that is being put forth by those workers to increase production, and as a result of their concerted effort and their vigor and their energy, they have brought this production up to an all-time record, and yet 61 percent of all the men and women employed in that industry have received no benefit whatever out of their increased energy and their increased efforts and their increased productivity.

Wage Discriminations

There are situations which have developed in certain of the manufacturing establishments throughout the nation that have brought about discriminations.

I had an opportunity to speak to a committee representing a small steel plant from the north side of the city of Pittsburgh just about two weeks ago, a committee of fifteen men who had been employed at this particular plant for a period of eleven years.

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Their wages ranged from 78 cents per hour to a maximum of $1.23 per hour. Since the war started the number of employes in this plant has trebled. They have brought, I think, about a thousand women into the plant. Of course none of the women had any prior experience in working in a steel plant.

They were employed on a piece-work basis, the result being that under present-day conditions the women employed in that plant, who have only been there for a period of seven or eight months, never worked in industry before in their lives, are receiving an average of $13.00 per day, and these fifteen men were receiving wages ranging from $6.24 per day to a top wage of something less than $10.00 per day.

There are the discriminations, the practical discriminations that create discontent, cause misunderstanding, and ofttimes cause stoppages of work at many of the plants throughout the country.

Those are just a few of the conditions under which our people live and about which they complain. The sum and substance of the matter can be summed up in this,—American wage earners, by and large, are not getting enough money to provide proper sustenance and meet their ordinary war obligations.

They need wage adjustments, they need to be free from the shackles of the present national wage stabilization policy of



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the government of the United States, they want to enjoy a little more collective bargaining than they now enjoy, they want to enjoy the right to adjust inequities and inequalities and adjust their grievances in a regular fashion as set forth in their collective bargaining contracts without interference.

They believe that they are entitled to enjoy these rudiments, these fundamentals that have been established in American industry on down through the years.

As a matter of fact, during the last war no directive was ever issued by the Federal Government which sought to restrain the operation of a grievance committee in the correction of abuses or the correction of inequalities.

Impossible Thing

This is the first time to my own individual knowledge that the United States has ever undertaken the responsibility of regulating through the medium of a National War Labor Board the working conditions of 55,000,000 workers. Now, that is an impossible thing.

No board ever created within the mind of man has ever been able to do that and do it efficiently and do it on a practical basis. It is just a practical and physical impossibility.

Some leeway must be conceded; the employe in the organization with whom he has a collective bargaining contract should be privileged the right to enjoy these ordinary collective bargaining rights.

I cannot conceive—and I frankly confess, under our present policy of national wage stabilization, of maintaining the status, the peaceful status of all the workers throughout the United States of America and preventing disruption and local strikes and local stoppages while we have a national board in Washington attempting to do the impossible, attempting to regulate the working lives of 55,000,000 workers.

I tell you frankly it cannot be done. I have a great admiration for the members of the Board. I have never been found to castigate the members of the Board, I have an appreciation of the very heavy responsibilities devolving upon them and



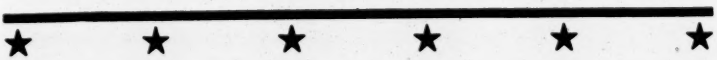
their method of approach to the solution of those problems. I am also conscious of the fact the Board's effort to adjust these situations is limited not alone by the legislation of last October, but by the directives of the President himself in the last few months.

There must be a correction of those abuses, and we seek only logical constructive solution of the entire problem in the resolution now under consideration before this convention.

I am quite sure that it reflects the opinions of the overwhelming majority of all workers, not only affiliated with the Congress of Industrial Organizations, but other labor organizations as well.

5c per copy, 100 for $4.00, 500 for $15.00





INTERNATIONAL UNION,
UNITED AUTOMOBILE, AIRCRAFT AND
AGRICULTURAL IMPLEMENT WORKERS
OF AMERICA, UAW-CIO

EDUCATION DEPARTMENT

WILLIAM H. LEVITT, Director

1324 Maccabees Bldg., Detroit 2, Mich.

R. J. THOMAS
President

GEO. F. ADDES
Secretary-Treasurer

RICHARD T. FRANKENSTEEN
Vice-President

WALTER P. REUTHER
Vice-President

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U.S. DEPT. OF LABOR
MARY ANDERSON
WOMEN'S BUREAU
WASHINGTON, D. C.

March 4, 1944

Miss Dorothy Hayes,
U. O. & P. Workers of America,
1029 Vermont Ave., N. W.,
Washington, D. C.

My dear Miss Hayes:

We are enclosing a revised draft of the proposed standards for union contracts on subjects particularly affecting women, which were discussed at the conference on February 21 between union women representatives and members of the Women's Bureau staff. We will appreciate it very much if you will look over the enclosed copy to see if the revised standards seem to you to incorporate the general consensus of the conference.

The principal changes in content which were made as a result of the conference are as follows: In standard 2, on wage rates, that part of the original second paragraph which related to classification of jobs in grades or classes has been omitted. In standard 3, on rest periods, the requirement that the rest period be "regularly scheduled" has been omitted, and the proposed length of the rest period has been reduced from 15 minutes to 10 minutes. In standard 4, on meal periods, the alternative proposal of a one-hour lunch period or a 30-minute lunch period contingent on the availability of food on the premises has been changed to a lunch period of "at least 30 minutes," with the additional requirement that if the lunch period is only 30 minutes it shall be paid for.

In standard 5, on maternity leave, minor changes in wording have been made which do not affect the original meaning. In standard 6, on seniority, the words "employed during the war period" have been omitted so the seniority provision would now apply to allwomen equally without reference to the time they first became employed.

We would be very glad to have your comments on the wording of the revised standards. Our field agents receive so many requests for this type of information that we are anxious to have the standards completed and ready for distribution by March 15. Therefore, if we do not hear from you in the next week or 10 days, we will assume that the revised wording meets with your approval.

I would like to thank you again for attending the meeting and giving us the benefit of your union experience. The comments and suggestions which were made by yourself and other union women have greatly increased the practical value of the proposed standards, and I appreciate your splendid cooperation and help.

Sincerely yours,

Mary Anderson, Director

MA/AA/mr

March 4, 1944

Mrs. Frances Sayler,
U. E. R. & M. W. of A.,
1029 Vermont Avenue, N. W.,
Washington, D. C.

My dear Mrs. Sayler:

We are enclosing a revised draft of the proposed standards for union contracts on subjects particularly affecting women, which were discussed at the conference on February 21 between union women representatives and members of the Women's Bureau staff. We will appreciate it very much if you will look over the enclosed copy to see if the revised standards seem to you to incorporate the general consensus of the conference.

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Mary Anderson, Director

Ma/AA.mr

March 4, 1944

Miss Sadie Reisch,
Children's & Cotton Dressmakers' Union,
34 William Street,
Newark, N. J.

My dear Miss Reisch:

We are enclosing a revised draft of the proposed standards for union contracts on subjects particularly affecting women, which were discussed at the conference on February 21 between union women representatives and members of the Women's Bureau staff. We will appreciate it very much if you will look over the enclosed copy to see if the standards as revised seem to you well designed to safeguard the employment rights of organized women.

As a result of the conference changes in wording were made in the original standards as follows: In standard 2, on wage rates, that part of the original second paragraph which related to classification of jobs in grades or classes has been omitted. In standard 3, on rest periods, the requirement that the rest period be "regularly scheduled" has been omitted, and the proposed length of the rest period has been reduced from 15 minutes to 10 minutes. In standard 4, on meal periods, the alternative proposal of a one-hour period or a 30-minute lunch period contingent on the availability of food on the premises has been changed to a lunch period of "at least 30 minutes," with the additional requirement that if the lunch period is only 30 minutes it shall be paid for.

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Our field agents receive many requests for this type of information and we are anxious to have the standards completed and ready for distribution by March 15. Therefore, if you have any comments or suggestions, could you write in the next week or 10 days.

I am very sorry that you were not able to attend the meeting and to give us the benefit of your union experience. The suggestions we received from union women were extremely helpful, and I believe the proposed standards will have great practical value and usefulness.

Sincerely yours,

Mary Anderson, Director

MA/AA/mr

March 4, 1944

Amalgamated Clothing Workers of America,
15 Union Square,
New York, N. Y.

My dear Mrs. Bellanca:

We are enclosing a revised draft of the proposed standards for union contracts on subjects particularly affecting women, which were discussed at the conference on February 21 between union women representatives and members of the Women's Bureau staff. We will appreciate it very much if you will look over the enclosed copy to see if the standards as revised seem to you well designed to safeguard the employment rights of organized women.

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Sincerely yours,

Mary Anderson, Director

MA/AA/mr

Files Union Conf.

The attached letters were sent to the following people on March 3, 1944:
(Reisch and Bellanca had a little different one.)

1. Miss Rose Schneiderman
New York Women's Trade Union League
247 Lexington Avenue
New York, N. Y.

2. Miss Elisabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

3. Mr. Philip Murray, Pres.
C. I. O.
718 Jackson Place, N. W.
Washington, D. C.
Attention: Mrs. Ellickson)

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., #4
100 W. 42nd St.
New York 18, N. Y.

5. Miss Anna Berensen
Policy Division, U. A. W.
17th & F. Streets, N. W.
Washington, D. C.

6. Mrs. Mary McKernan
5351 Townshend
Detroit, 15, Michigan

7. Mrs. Louise Stabler
505 Detroit St.
Ann Arbor, Mich.
(Executive Board, Local 50
Willow Run, U. A. W. of A.)

8. Miss Margaret Scattergood
American Federation of Office
Employees' International Council
A. F. of L.
901 Massachusetts Ave., N. W.
Washington, D. C.
(Attention: Miss O'Donnell)

9. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W.
Washington, D. C.
(Attention: Miss Downey)

10. Mrs. Edith Brysse
15210 Rossini Drive
Detroit, Mich.
(U. A.W., Third Vice-President
Local 154

11. Mrs. Frances Sayler
U. E. R. & M. W. of A.
1029 Vermont Avenue, N. W.
Washington, D. C.

12. Miss Dorothy Hayes
U. O. & P. Workers of America
1029 Vt. Ave., N. W.
Washington, D. C.

---

13. Mrs. Dorothy Bellanca
Amalgamated Clothing Workers
of America
15 Union Square
New York, N. Y.

14. Miss Sadie Reisch
Children's & Cotton Dressmakers&
Union
34 William Street
Newark, N. J.

File

March 3, 1944

Miss Rose Schneiderman
New York Department of Labor
(N.W.T.U.L.)
80 Centre Street
New York, N. Y.

My dear Miss Schneiderman:

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I would like to thank you again for attending the meeting and giving us the benefit of your union experience. The comments and suggestions which were made by yourself and other union women have greatly increased the practical value of the proposed standards, and I appreciate your splendid cooperation and help.

Sincerely yours,

Inclosure [redacted]

Mary Anderson, Director

Replies received from Mar. 3, 1944 letter

1. Miss Rose Schneiderman
~~New York Dept. of Labor~~ 235 E. 22nd St.
(N.W.T.U.L.)
~~80 Centre St.~~ N.Y. City
~~New York,~~ N. Y.

yes 2. Miss Elisabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

3. Mr. Philip Murray, Pres.
C. I. O.
718 Jackson Place, N. W.
Washington, D. C. & Lottie Pollack
(Attention: Mrs. Ellickson)

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., #4
100 W. 42nd St.
New York 18, N. Y.

yes 5. Miss Anna Berensen
Policy Division, U. A. W.
17th & F Streets, N. W.
Washington, D. C.

yes 6. Mrs. ~~Mary~~ Mae McKernan (Plymouth Local 51
U.A.W.-C.I.O.
9319 Nut. Elliott Ave.
Detroit 11, Michigan
5351 Townshend
Detroit 15, Michigan

7. Mrs. Louise Stabler, 505 Detroit St.
Executive Board, ~~Local 50,~~ Ann Arbor
~~Willow Run,~~ U. A. W. of A. Michigan
Detroit, Mich.
Secretary-Treas. Paul Hutchings

yes 8. Miss Margaret Scattergood (not present)
~~American Federation of Office~~
~~Employees'~~ International Council of Office Employees
A. F. of L. Benjamin
901 Massachusetts, Ave., N. W. 827 - 14th St. N.W.
Washington, D. ~~C.~~ Frances Washington 5, D.C.
(Attention Miss O'Donnell)

yes 9. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W.
Washington, D. C. Marie
(Attention Miss Downey)

10. Mrs. Edith Brysse, 15210 Rossini Dr.
Third Vice-President Detroit.
Local 154
~~Hudson Motor~~, U. A. W.
Detroit, Mich.

11. Mrs. Frances Sayler
U. E. R. & M. W. of A.
1029 Vermont Avenue, N. W.
Washington, D. C.

12. Miss ~~Hayes~~ Dorothy
U. O. & P. Workers of America
1029 Vt. Ave., N. W.
Washington, D. C.
yes Evelyn Ashton, National Serial Service Div.
8 W. 40th St. N.Y.

13. Mrs. Dorothy Bellanca
Amalgamated Clothing Workers of
America (not present)
15 Union Square
New York, N. Y.

14. Miss Sadie Reisch
Children's & Cotton Dressmakers'
Union (not present)
34 William St.
Newark, N. J.

15. Mr. Harvey W. Brown
International Ass. of Machinists
Machinists Bldg. Washington
(No representative present)

John Edelman

February 26, 1944

To: Miss Stitt

From: Miss Anderson

Re: Telephoned inquiry of Mrs. Elizabeth Sasuly, Washington representative, United Cannery Workers, Agr., Packing and Allied Workers, Room 702, 1029 Vermont Ave., Wash. D.C. Telephone: Ex. 7852.

Mrs. Sasuly heard [redacted] about our conference last Monday on equal pay clauses in union contracts. She wondered if we knew that her union has offices in Washington. She is very concerned with these problems, as her union is largely composed of women. She would very much like to talk to Miss Stitt, whose name was given her by one of the people who attended the conference Monday. We said you would call her when you returned to Washington.

Mrs. Sasuly also said she gets very little material from the Women's Bureau and would like to be put on our mailing lists.

[redacted]

Stitt

UNIONS COVERED IN WOMEN'S BUREAU SURVEY

American Federation of Labor

- International Association of Machinists
- International Brotherhood of Electrical Workers
- United Automobile Workers of America

Congress of Industrial Organizations

- United Automobile, Aircraft and Agricultural Implement Workers of America
- United Electrical Radio and Machine Workers of America
- United Farm Equipment Workers of America

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Survey of Union Activities - Summary of Field Agents' Reports

February 1944

I. Local Union Data

1. Number of unions visited - 21

CIO - 17
AFL - 4

2. Extent of women union membership in specified local unions

Women members		Women members	
Number	Percent of total members	Number	Percent of total members
375	15.2	90	8.2
40	5.5	173	36.5
300	55.6	200	52.6
135	31.0	15	5.5
NR	NR		
50	11.1		
260	15.3		
73	52.1		
100	10.5		
135	41.5		
15	33.3		
30	50.0		
30	13.3		
500	4.6		
270	49.1		
300	50.0		
105	84.0		

3. Number and type of committees on which women serve

Committees

(1) Number of committees on which women serve:

Number of committees	Number of unions
	Total 21
None	12
1	5
2	3
3	1

(2) Type of committee on which women serve:

Type of committee	Number of unions
Total	14
Political action and legislative	3
Education	2
Entertainment	2
Publicity	1
Organization	1
Recreation	1
Sick	1
Social	1
Auditing	1
Special committees (charity, etc)	1

4. Number and kind of offices women hold in unions

Offices held by women:

(1) Number of offices held by women

Number of offices	Number of unions
Total	21
None	8
1	5
2	5
3	3

(2) Type of offices held by women

	Total 24
Recording secretary	7
Trustee	7
Financial secretary and treasurer	6
Vice President	2
Treasurer	2

5. Attendance at union meetings

Total unions	21	1/	3 of these unions have fines for missing meetings
Poor	4		
Fair	9		
Good	1/ 8		

II. Plant Union Data

1. Number of plants having women shop stewards and number of men and women stewards in these plants

Shop stewards	
Men	Women
74	6
40	5
8	9
19	2
7	2
21	1
57	3
5	0
22	4
12	0
4	1
3	2
15	2
400	a few (3)
14	3,4 (3)
25-30	12-15 (13)
5	5
20	1
12	3
8	3
10	0

In 18 of the 21 plants there were 757 men and 70 women shop stewards

2. Extent of women membership on labor management and grievance committees

(1) Labor management committees having women members

15 plants have committees
4 plants have women on committees

(2) Grievance committees having women members

20 plants have committees
10 plants have women on committees

III. Contract Provisions

1. Contract provisions for equal pay

Type of contract provision for equal pay	Total	21	T
No provisions			6
"No discrimination"			2
Equal pay clause			4
"No discrimination" and equal pay clause			1
Contract before WLB		1/	6

1/ In contract before WLB -

1 - equal pay; elimination of M & F classification of jobs
1 - " " ; pregnancy clause
1 - " " ; " " ; seniority and guaranteed women jobs in post-war period
1 - " " ; general wage increase
2 - NR on equal pay policy

2. Entrance rates for new inexperienced workers

	Total	21
Same rate for men and women		2
Different rate for men and women		13
No report		6

3. Seniority policy

(1) Type of seniority

	Total	21
Plant		1
Department		5
Plant and department	1/	10
Contract before WLB	1/	5

1/ Seniority is an issued before WLB in 2 cases.

(2) Contracts make no distinction between men and women in regard to seniority

Total	21
Yes	0
No	1/ 16
Contract before WLB	1/ 5

(3) Women seniority limited by contract to -

Other women - Total	21	For duration - Total	21
Yes	0	Yes	1
No	1/ 16	No	1/ 15
Contract before WLB	1/ 5	Contract before WLB	1/ 5

(4) Shift assignment determined by seniority

Total	21
Yes	1
No	1/ 15
Contract before WLB	1/ 5

1/ Seniority is an issue before WLB in 2 cases.

4. Contract provides leave of absence - length of leave allowed

(1) Contract provides leave of absence

Total	21
Yes	12
No	4
Contract before WLB	5

(2) Length of leave of absence allowed

Total	21	
1 month (30 days)	2	1/ Can be extended
3 months (90 days)	1/ 2	
12 months (1 year)	3	
No limit	1	
No report	4	

IV. Plant Practices

1. Method of determining comparability of work

Total	21	
Determined by		1/ One union has agreement
Foreman	4	and production manager;
Agreement	1/ 6	another has agreement
Job Evaluation	0	and plant manager.
Foreman and agreement	2/ 6	2/ 3 unions may protect and
Foreman and agreement and job evaluation	3/ 1	use grievance procedure.
		3/ 1 union has plan in force
Agreement and job evaluation	4/ 2	for job evaluation and
Office manager	1	union not consulted in
WLB - approval of contract pending. NR	1	the evaluation and rating of jobs.
		4/ 1 has a "Metal Trades Association" plan.

2. Lunch period, length and paid for

21 unions -

No plant has longer lunch period for women.
No report on length or paid for.

3. Plant practice in regard to pregnancy leave

Pregnancy leave policy

Total	21	
Discharge	0	1/ 1 firm has pregnancy
Leave granted	1/ 11	clause in contract.
Leave refused	5	2/ In 1 union the women
Contract before WLB	2/ 4	only there 3 months
NR policy	1	and another has preg-
		nancy clause in contract.

Length of leave granted

Total	11	
3 months	1/ 4	1/ Can be extended.
12 months	3	2/ 1 union states no definite limit but must
Not definite	2/ 4	stay out at least 3 months afterwards;
		1 grants sufficient time to cover pregnancy;
		another will rehire; and 1 where union
		committee arranges for leave.

V. War Labor Board Cases

1. Issues of War Labor Board Cases

Number of unions	Issue
12	Equal pay
8	General wage increase
1	Wage allowances for unavoidable time lost
2	Seniority
1	Inequalities in pay - individual cases
1	Starting rates - same
4	Vacation
1	Increase in starting rates
1	Maintenance of membership
1	Grievance procedure
2	Pregnancy
1	Guarantee of post-war jobs for women
6	Approval of contract
1	Elimination of male and female classification of jobs
1	Reclassification of jobs
3	Approval of sex differential in starting and job rates
1	Increase in specific occupations (wages)
1	Time studies

U. S. Department of Labor
WOMEN'S BUREAU
Washington February 21, 1944

SUGGESTED STANDARDS

1. General.

It is mutually agreed between the Company and the union that no discrimination based on sex or marital status shall be practiced or permitted.

2. No sex differential in wage rates.

Wage rates established under this contract shall be set by the job not by the sex of the worker.

Jobs or departments shall not be designated by sex, as "male" or "female" jobs, or "men's" or "women's" departments, or by any other wording with a similar meaning and effect. All previously existing sex classifications shall be eliminated.

The starting rate shall be the same for all inexperienced workers irrespective of sex. The automatic progression schedule applicable during the training period shall likewise be the same for all workers.

3. Rest periods.

In addition to a regularly-scheduled lunch period, each employee covered by this agreement shall be given two 10-minute rest periods in each workday, each of which periods shall occur approximately midway in a half day's work. During such periods the employee shall be free to leave his work place. Such rest periods shall be paid for at the employee's regular rate and shall not result in lengthening his overall workday.

4. Lunch periods.

Every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. Such lunch period shall be 30 minutes, which shall be paid for. During his lunch period, no employee shall be required to remain at his work place or to perform any duties connected with his employment.

5. Maternity leave.

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and two months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

6. Seniority.

Women shall accumulate seniority in the same manner as (male) employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for assignment to jobs in other departments.

Original

1. General.

It is mutually agreed between the Company and the union that no discrimination based on sex or marital status shall be practiced or permitted.

2. No sex differential in wage rates.

Wage rates established under this contract shall not be based on sex, nor shall any jobs or departments be designated by sex, such as "male" or "female" jobs, or "men's" or "women's" departments. All previously existing sex classifications shall be eliminated.

Wage rates and job classifications shall be based on job content. (a) Where jobs within the same general category vary in responsibility, difficulty or skill, those which involve the greater responsibility, etc., shall be classified as "senior" and those with lesser, etc., shall be classified as "junior". The proper classification shall be applied to individual workers without regard to sex. (b) On any job in which no such differences or gradations exist, a single classification shall be established with uniform application to all workers.

The minimum starting rate and the automatic progression schedule applicable during the training period shall be the same for all new and inexperienced workers irrespective of sex.

3.Rest periods.

In addition to a regularly-scheduled lunch period, each employee covered by this agreement shall be given two regularly scheduled 15-minute rest periods on each workday, ~~each~~ first rest of which shall occur approximately midway in a half day's work, during ~~which~~ periods the employee shall be free to leave his work place. ~~Such~~ rest periods shall be paid for at the employee's regular rate but shall not result in lengthening the overall workday.

4. Lunch periods.

In addition to two regularly scheduled daily rest periods, every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. Such lunch period, which shall be paid for, shall be 30 minutes in length if food service is available on the employer's premises, otherwise it shall be one hour. During such period, the employee shall not be required to remain at his work place, or ~~permitted~~ required to perform any duties connected with his employment.

Paid for ?

5. Maternity leave.

No woman employee shall be dismissed for pregnancy alone. If the work in which she is customarily engaged is rendered difficult or dangerous because of her condition, the company shall at her request transfer her to lighter work with no reduction in pay.

Any woman employee shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and two months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity thereof. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation shall be paid to her accordingly at the beginning of leave. Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than that at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which he is not qualified.

UNION CONTRACTS

Outline of topics of special importance to women

1. Declaration of purpose

(a) Value of "no discrimination clause"

2. Wage provisions

(a) Method of attaining equality:
  (1) Specific prohibition against sex differential
  (2) Define "employee" to include women and omit further reference to sex.

(b) Contents of wage provisions:
  (1) Starting rate
  (2) Automatic increase
  (3) Job rates
    (a) Application to women workers
      (1') Where both men and women on same job.
      (2') Where women only, how safeguard
    (b') Method of setting job rates
      (1') Desirability of a time study provision
      (2') Bargaining
    (c') Procedure for changing rates
      (1') Bargaining
      (2') Grievance procedure
  (4) Other weekly wage provisions:
    (a') Call pay
    (b') Waiting time
    (c') Uniforms
    (d') Breakage

(c) Compensation other than weekly wages:
  (1) Dismissal pay
  (2) Vocational pay
    (a') Flat allowance
    (b') Percent of earnings
    (c') In advance

3. Hours of work

(a) (Daily, weekly)
(b) Meal periods - men and women
  (1) Length
  (2) Occurrence
    (a') Exact hour of day specified
    (b') Varying, with o.t. if continuous work exceeds total specified hrs.
  (3) Pay
(c) Rest periods, men & women
  (1) Length
  (2) Occurrence
  (3) Pay
(d) Overtime work
(e) Sunday and holiday work

4. Shift operations

(a) Restrictions on employer in placement
(b) Shift differentials
(c) Split shifts - overall hours of work
(d) Rotation

5. Leave of absence

(a) Definiteness of purpose:

(1) "Any reasonable purpose"not adequate
(2) Sick leave
(3) Maternity leave
(4) Military service - should also apply to women

(b) Effect on total length of service
(c) Pay

6. Seniority. (In place of work-sharing)

(a) Do women need guarantee of equal treatment?

(b) How are women affected by
(1) Length of service before seniority is acquired
(2) Periods of voluntary absence
(3) Seniority limited to department, instead of plant wide
(4) Effect of seniority on promotion
(5) Effect on tenure of employment, discharge

(c) Post-war implications of seniority provisions

7. Safety & health

(a) Physical examinations
(b) First aid or medical treatment
(c) Sanitary conditions
(1) Rest & washrooms, soap, towels, etc.
(2) Water
(d) Seats

Material for Feb. 21 Conference.

✓ 1. Union survey schedules
✓ 2. Summary of findings of survey.
✓ 3. Summary of union contract provisions of special interest to women.
✓ 4. Examples of seniority provisions of union contracts.
✓ 5. Draft provisions of union contracts.
✓ 6. Outline of standards to be considered in drafting provisions. Seniority ✓
7. Pamphlet.

Agenda for Union Conference
February 21, 1944

I. Union survey.

1. Origin and purpose.
2. Findings of survey.
3. Ways in which unions can help with survey.

II. Proposed provisions of union contracts of special concern to women.

III. Union leaflet.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Agent _____

Date _____

Plant involved _____

Name, title, address of persons interviewed _____

_____

_____

_____

_____

_____

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union _____ Affiliation _____
2. Local No. _____ Address _____
3. How long local organized? _____
4. How long women members _____
5. President's name and address, if not listed above _____

_____

6. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women

7. Union cost to worker:

	Men	Women
a. Initiation fees		
b. Dues (specify period covered)		
c. Fines (" what for)		
d. Other		

8. Women's local union activities:

a. Union committees

b. List other committees on which women might serve:

c. Local union offices held by women:

d. Attendance at union meetings:

9. Union program and union's official attitude toward women: (Give source of comments.)

10. What is union's attitude toward equal pay: (Give sources.)

2. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant _____

2. Address _____

3. Product _____

4. How long union recognized in this plant: _____

5. How long women in this plant members of union: _____

6. Arrangement for payment of dues: (check one)

Checkoff _____ Steward _____ Other _____

7. Were women employed on production in this plant in normal times: _____

8. Women's union activities in this plant:

a. Shop steward: No. men _____ No. women _____

b. Grievance committees: No. men _____ No. women _____

c. Contract or bargaining committees: Yes _____ No _____
No. men _____ No. women _____

d. Labor management committees: Yes _____ No _____
No. men _____ No. women _____

e. Other union committees in plant; whether women represented: _____

_____

_____

_____

9. Union program in this plant affecting women: (Give sources.) _____

C. Plant Practices:

1. Are there any: -

   a. So called "women's jobs"? Yes _____ No _____

   b. Men's jobs on which women are employed? Yes _____ No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? Yes _____ No _____

3. How is comparability of women's work on men's jobs determined:

   a. By decision of management? Yes _____ No _____

   b. By bargaining? Yes _____ No _____

   c. By formal job evaluation? Yes _____ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Are women given equal seniority with men: Yes _____ No _____
If not, explain

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3_____
   a. Number of shifts on which women are employed: 1_____ 2_____ 3_____

   b. Does placement depend on seniority: Yes _____ No _____
   Explain:

7. Rest periods:
   a. Does plant allow formal rest periods: Men_____ Women_____
   b. If so, are they paid for: Men _____ Women _____
   c. If deducted:
      (1) By hourly rate differential: Men _____ Women _____
      (2) By deduction for amount of time involved: Men _____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men _____ Women_____
   b. Paid for: Men _____ Women_____
   c. If sex differential, give reason:

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge _____
   c. Leave of absence _____
      (1) If yes, what is time limit _____

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of women: (Check one.)
   a. Time _____
   b. Piece _____

2. Are jobs and rates specifically listed by male and female: Yes_____ No_____

3. In jobs employing both men and women, are rates the same? Yes_____ No_____

E. War Labor Board Case

1. Title of case _____ Regional number_____

2. Status of case:
   a. Pending before: Regional Board_____, National Board_____

   b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary _____ Dispute _____

4. Was case brought at time of negotiation of contract? Explain.

5. What led the union taking it to W. L. B. Explain background of case:

6. Issues. Explain those affecting women. Did union ask for equal pay, reevaluation of women's jobs, etc. Explain.

7. W. L. B. Ruling.

8. If equal pay was ordered, when did it become effective: (Check one)
   a. On date of expiration of contract _____
   b. On date of certification to W. L. B. _____
   c. On date of W. L. B. decision _____
   d. Not yet in effect _____

9. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

10. How did women workers benefit from case?

F. Contract: (Productive workers)

1. General Information:

a. Source of contract information:
(1) Interview with _____
(2) Verified by reference to contract _____
(3) Contract attached to schedule _____

b. Date contract expires _____

c. Kind of contract: (check)
(1) Closed shop
(2) Open shop
(3) Preferential

d. Does contract contain maintenance of membership clause: Yes_____ No_____

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No _____
(1) If not, rates: Men _____ Women _____

b. Automatic progression policy: Yes _____ No _____
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain

c. Does contract prohibit wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No _____
(2) By equal pay clause: Yes _____ No _____
(3) By rate of job regardless of sex: Yes_____ No _____

d. Does contract openly discriminate against women: Yes_____No_____
If so, explain:

e. No mention of "women" in contract: Yes _____ No _____ Explain.

3. Seniority:

a. Types of: Plant wide _____ Departmental _____

b. Does contract limit women's seniority rights?

(1) To other women: Yes _____ No _____

(2) To the duration only: Yes _____ No _____

(3) If any seniority provision different for men and women, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men _____ Women _____

b. Contract provision for lunch period:

(1) No provision _____
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes _____ No _____

(1) Maximum length _____
(2) Length of service necessary to get maximum _____

PROVISIONS ON MATERNITY LEAVE WITHOUT LOSS OF SENIORITY

Federal Telephone & Radio Co., Newark, N.J.

"Expectant mothers shall be entitled to a leave of absence of not more than one year without pay and shall not lose their seniority ratings because of such leave of absence."

Other Agreements with provision for Maternity Leave

Adams Labs, New York, N.Y. - one year
Allied Record Mfg. Co., Los Angeles, Cal.- one year(after 6 mos. service)
American Bearing Co., Indianapolis, Ind. - 6 months
Belmont Radio Co., Chicago, Ill. - one year(after one year's service)
Blake Mfg. Co., Clinton, Mass. - 6 months
Chicago Transformer Co., Chicago, Ill. - one year
Buffalo Bolt Co., N. Tonawanda, N.Y. - 6 months
Dictograph Corp., New York, N.Y. - 6 months
Domestic Mfg. Co., Los Angeles, Cal. - 10 months
Durez Plastics & Chemicals, N. Tonawanda, N.Y. - 1 year
Easy Washing Machine Co., Syracuse, N.Y. - one year
Erie Resistor Co., Erie, Pa. - 12 months, cumulative seniority
Fahlstrom Co., Passaic, N.J. - one year
Gatti, Aurele M. Co., Trenton, N.J. - 10 months
G-M Labs, Chicago, Ill. - one year
General Electric Co. - 6 months,cumulative seniority
12 months without loss of seniority
General Transformer Co., Chicago, Ill. - 1 year, cumulative seniority
Markel Electrid, Buffalo, N.Y. - 9 months
Pierce Renewable Fuses, Buffalo, N.Y. - 6 months
Pratt & Letchworth., Buffalo, N.Y. - 6 months
Sonotone Corp., Elmsford, N.Y. - 6 months
Sylvania Electric Products, Salem, Mass. - 18 months
Tagliabue Mfg. Co., Brooklyn, N.Y. - one year
Tru-Bor Mfg. Co., Los Angles, Cal.
Waldes Koh-I-Noor Co., New York, N.Y.
Wales-Strippit, N.Tonawanda, N.Y. - 6 months to one year
Zinsmeyer Co., Los Angeles, Cal. - one year

Union Conference – Feb. 24, 1944.

Means of bringing women's problems before union. (Usually last matter on the agenda)

1. Women on committees –
   a. Committee reports – get before meeting.

Ruth Young
Post-war – Union men
men already talking about
women being let out first.
Issue: Women go out or
be downgraded.

Steward classes.
Study of contract.
Employees give their interpretation
of contract.
Employees give theirs.
Union meetings – study contract

Hatery, millinery Textile Intl Ladies Amalgamated	list of locals.

Contract provision

1. General.
   Add sex and marital status to general discriminatory wage clause.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

February 19, 1944

SOME POINTS TO CONSIDER IN DRAFTING STANDARDS FOR CONTRACTS

1. "No discrimination" provision:

   A. Value

      1. In showing intent of the parties
      2. As an "all-inclusive provision
         (a) Does it Eliminate need for special provisions prohibiting discrimination against women
            (1) In wage rates
            (2) In seniority
         (b) Would "no discrimination" clause plus definition of employee eliminate need for such special provisions.

   B. Contents.

      1. Reference to marital status as well as sex
      2. Desirability of prohibiting discrimination by the union as well as by the company

2. Wage rate provision:

   A. Inadequacy of usual "equal pay" provisions

      1. "Equal pay" applies only where women work on so-called"men's jobs"
      2. Difficulty of determining whether work is "equal"
      3. W. L. B. formulat also unsatisfactory; "work of comparable quantity and quality on comparable operations."

   B. Advantages of setting rate by the job

      1. Applies to every worker on the job, whether man or woman
      2. Helps to obtain a fair rate for jobs on which women only are employed, as well as those employing both sexes.

   C. Provision for equality in starting rate and in automatic progression policy

   D. Other considerations

      1. Desirability of including express prohibition against sex differential
      2. Desirability of stating how jobs shall be classified

3. Rest periods

   A. Application
      (1) Men and women
      (2) Women only

B. Timing
(1) Occur at same time for all, or staggered
(2) Related to overall day, part days, shifts
(3) Relation to time on shift
(a) During shift
(b) Midway in each shift
(3) After stated number of hours of continuous work

C. Length
(1) In minutes

D. Pay
(1) "With pay" not adequate because possible differential. (2) On company's time this would substitute for "no lengthening of workday"

4. Lunch period

A. Regularity
(1) Occurring at same hour each day
(2) Same hour for all employees or individual variations

B. Relation to
(1) Rest periods
(2) Total hours worked
(3) Beginning of workday

C. Length
(1) Definite
To be determined in advance of contract after consideration of plant food facilities
(2) Minimum not less than
(3) What length recommended
of

D. Extent/employee's freedom during lunch period
(1) Not required to work
(2) Not permitted to work
(3) Not required to stay at workplace
(4) Free to leave premises

E. Pay
(1) Recommended in any case
(2) Only for short lunch period

5. Maternity

A. Pregnancy not grounds for dismissal
(1) Other standards
(a) Assign to lighter work

B. Circumstances entitling worker to take maternity leave
(1) Any pregnancy
(2) Pregnancy subsequent to employment
(3) Marital status
(4) Length of service with company

C. What proof ofpregnancy
   (1) Written statement of worker
   (2) Doctor's certificate
      (a) Plant doctor
      (b) Worker's doctor
   (3) Requirement of certificate

D. Effect of maternity leave on worker's rights
   (1) With pay during absence
   (2) Seniority
      (a) Maintain status quo
      (b) Accumulate during absence
   (3) Effect if no childbirth occurs

E. Right of reinstatement
   (1) Same job
   (2) Better job due to accumulated seniority
   (3) Worker should not be assigned job for which not trained
   (4) Wage rates
      (a) Should be not less than before
      (b) Possibility of rate changes during absence

6. Seniority

A. Desirability of provision prohibiting discrimination against women
   (1) Some contracts limit women's seniority rights
      (a) To other women
      (b) To the war period
      (c) To the department in which they are employed
   (2) Other contracts limit seniority rights of all persons hired during war period, thus particularly affecting women without expressly mentioning them.

B. Contents of such provision
   (1) Coverage
      (a) All women
      (b) Women hired during the war period
      (c) All employees regardless of sex
   (2) Plant-wide seniority desirable
      (a) Permits transfer where work slows up in one department
      (b) Facilitates upgrading and promotion
   (3) Security of employment in post-war period
      (a) Guarantee of jobs for women war workers as compared with new employees
      (b) Should priority rights of returning service men and women be expressly stated?

U. S. Department of Labor
WOMEN'S BUREAU
Washington February 19, 1944

EXAMPLE OF SENIORITY PROVISION WHICH DOES NOT DISCRIMINATE AGAINST WOMEN

Article III.

Seniority as to length of service shall, subject to the period of temporary employment hereinafter referred to, be cumulative from the first day of employment without deductions for layoffs. When conditions warrant an increase or decrease in the number of employees or in the matter of promotions, the principle of plant-wide seniority shall apply. In applying seniority for layoffs, length of service shall be the sole qualification. Promotions and transfers shall be based upon seniority, ability and qualifications and, ability and qualification being equal, length of service shall prevail. However, all promotions or transfers which the Union feels are unjust or unfair may be made the matter of a grievance at the next regularly scheduled grievance hearing.

New employees shall be deemed to be temporary employees until the employees shall complete 180 hours of work from and after the effective date of their employment and during said period they shall not acquire seniority status. During said period the Company may at its option demote, transfer, lay off or discharge such temporary employees. The Company shall have no obligation to re-employ any temporary employees laid off prior to the expiration of the trial period herein provided.

Temporary employees retained at the expiration of said trial period shall become regular employees and shall be credited with seniority from the effective date of their employment.

Any employee who quits or is discharged for cause, or fails to report for work within forty-eight (48) hours after he is called to work, unless he makes satisfactory arrangements with the Company's employment office, shall lose all seniority and be considered a new employee if ever re-employed.

Employees in any department may be transferred in that department or to any other department. If any employee is transferred to another job on which the regular hourly wage rate is lower than he has been receiving, his rate shall not be reduced until the transfer is permanent. However, in the event that a transfer has been made permanent and the rate reduced, if the employee is returned within thirty (30) days to his former job he shall be compensated for the loss of pay incurred.

If any employee's services are not required in his regular job, caused by indefinite suspension or abilishment of his job, he shall be transferred to any job for which his seniority and ability qualify him. If his former job is re-opened, such employee shall be returned to his former job.

The Company agrees that nothing contained herein shall be used for the purpose of discriminating unfairly against any member of the Union either by the Company or any foreman or superintendent or any other person exercising control.

Article IV.

Any employee who enters the military service of the United States Government during the time that the present state of war exists, shall retain his seniority status and shall be restored to his former position, or one of like seniority status and apy insofar as possible so to do, provided such employee

(1) Presents to the Company a certificate to the effect that he has satisfactorily completed the period of service required of him;

(2) Is still qualified to perform the duties of such position, and

(3) Reports for work within 40 days after being relieved from his active duty or service.

Every such employee who is restored to his position shall be considered as having been on furlough or leave of absence during his period of active military service, and for the purpose of determining his future seniority status such time shall be added to his record of service with the Company.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

February 19, 1944

EXAMPLES OF DISCRIMINATORY CONTRACT PROVISIONS

Plant A.

Female employees, when transferred to male classifications, after a three-months' qualifying period, shall receive eighty percent (80%) of the applicable male rates of pay, provided that neither during such qualifying period nor thereafter shall they be paid less than they were paid in their former classifications. It is specifically understood and agreed that the practice of transferring female employees to male classifications shall continue only for the duration of the present war emergency, and that upon the expiration of such emergency, such female employees shall be retransferred to their former occupations so as to make room in the male classifications for male employees.

Plant B.

For the duration of the war, female employees are to be employed upon all operations where it is practical with the consent of the Executive Shop Committee. It is further agreed that the Executive Shop Committee may approve the placing of women on men's jobs, but it is understood that when the duration is over, the jobs that were men's jobs will revert back to men's jobs, and women's jobs will continue to be women's jobs.

Plant C.

Women now employed in the factory or other women who may be employed during the present war time period shall be paid the same rate of pay as men for doing work in the factory at their respective classifications.

Such women so employed after October 16, 1942 to perform work which is now being done by men in the plant shall hold seniority among themselves only and their services shall be discontinued within a reasonable time after the war terminates, providing men are available to fill such vacancies at the time."

Plant D.

Female employees of this Company shall have seniority only among themselves. During times of slack production, it will not be possible for them to replace men having less seniority than themselves.

Plant E.

Women may be employed on production for light jobs such as small presses, spinning, light assembling, and may be advanced according to their seniority, and it is understood that their seniority is separate and distinct from the seniority of the men. But women cannot do press work while a man with seniority is laid off.

Plant F.

It is agreed that in hiring female employees first preference shall be given to the wives of employees of the Company who are in the services of the United States Government.

That in hiring additional female employees they shall be hired in on present female jobs first and that female employees hired prior to November 1st, 1942, shall be promoted to available jobs in the plant which have formerly been performed by male operators. These promotions or transfers shall be conducted on a straight seniority basis.

Female employees hired after November 1st, 1942, shall not be subject to promotion or transfer to jobs previously performed by male operators and female employees hired prior to November 1st, 1942, shall not transfer from one operation to another after accepting promotion or transfer to any operation previously performed by male employees, except that they may transfer back to the operation they performed prior to such promotion or transfer.

The following operations have been agreed upon to allow changes from male to female operators: (No operation specified by agreement.)

Any other operations shall be by mutual agreement of BOTH parties.

Plant G.

If a female employee replaces a male employee by reason of the National Emergency or War, said female employee shall obtain the prevailing rate (male) for such work.

It shall become a matter of agreement between the Company and the Unions' bargaining committee as to what jobs will be designated as **FEMALE** before regular production is established or before being timed or rate established.

In case of lay off, men will retain seniority over all females on male jobs.

It is agreed that in the hiring of females, the following procedure shall be used:

(a) First preference will be given to unmarried women.
(b) Secondly, wives of employees of the Webster Electric Company who are in the service of the armed forces.
(c) Thirdly, wives of any man serving in the armed forces.
(d) When the labor supply becomes such that the above female workers cannot be obtained, married females may be hired subject to the approval of the bargaining committee.

In the matter of lay offs, the following procedure shall be used:

(1) The 'd' group as described in paragraph 4 of this supplement shall be laid off first.
(2) The 'c' group as described in paragraph 4 of this supplement shall be laid off second.
(3) The 'b' group as described in paragraph 4 of this supplement shall be laif off third.
(4) The 'a' group as described in paragraph 4 of this supplement shall be laid off last.

This supplement shall take effect on the 25th day of November, 1942, and continue in full force and effect for a period not longer than ninety days after the issuance by the President of the United States of a proclamation declaring the termination of the war, or termination of the national emergency.

Plant H.

Employment of Married Women on Hourly Paid Jobs in the Works Departments for Duration of the War.

a. The Works Industrial Relations Department will, for the duration of the war, consider the employment of married women whose husbands have either enlisted or been inducted into Military Training and Service.

b. Any applicants hired under the above conditions will be required to furnish sufficient proof of their status in order to merit consideration, and at the conclusion of the war period--namely, duration plus six months, plus forty days, their services will be terminated.

c. The selection of applicants for employment will be made by the Works Industrial Relations Department, where consideration will be given to all conditions which may have a bearing on the suitability or desirability of the applicant to become an employee of the Company. Previous service with our Company by either the applicant or her husband will be given due consideration and where all other conditions are equal, will be the determining factor in the final selection.

d. This arrangement in no way changes the fundamental policy concerning the employment of married women, which is as follows:

> "The hiring of married women on hourly paid jobs in the Works Departments is prohibited. When an employe becomes married she will be required to leave the employ of the Company, giving a three-day notice."

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON

February 17, 1944

Coverage of Local Union Survey

1. Original scope of survey.

As originally planned, the survey was to cover locals in three American Federation of Labor international unions and locals in three Congress of Industrial Organizations national unions, in war manufacturing industries in which women are extensively employed. Local unions were then to be selected on a basis of War Labor Board cases.

The six national unions selected for the survey were as follows:

American Federation of Labor:

1. International Association of Machinists.
2. International Brotherhood of Electrical Workers.
3. United Automobile Workers of America.

Congress of Industrial Organizations:

1. United Automobile, Aircraft, and Agricultural Implement Workers of of America.
2. United Electrical Radio and Machine Workers of America.
3. United Farm Equipment Workers of America.

2. Present sample:

As of February 17, 21 schedules have been received from the field agents. These include four American Federation of Labor local unions and 17 Congress of Industrial Organizations local unions.

All four A. F. of L. locals are affiliated with the International Association of Machinists.

Of the 17 C. I. O. locals, 6 are United Automobile Workers, 8 are United Farm Equipment Workers, and 3 are United Electrical Workers.

3. Possible methods of obtaining better A. F. of L. sample:

The A. F. of L. Sample could be increased in either of two ways:

(a) By expanding the survey to cover additional A. F. of L. internationals not now included.
(b) By concentrating on obtaining additional locals in the three A. F. of L. internationals originally selected for survey.

(a) Coverage of additional A. F. of L. international unions:

Expansion of the survey to cover the International Ladies' Garment Workers' Union has been suggested; also, possibly, the Bakery & Confectionery Workers' Union. Inclusion of the International Ladies' Garment Workers would yield very good information on women's activities in unions and union benefits to women. However, it would serve the educational aspects of the survey only indirectly. Also, the industry is one in which men and women are seldom employed on the same jobs; hence wage comparisons could not be made between the sexes.

Inclusion of either the Garment Workers or Bakery Unions would mean going outside the present scope of the survey which is war industry. ~~An~~ A. F. of L. heavy industry union~~s~~ that ha~~ve~~ also been suggested is Sheet Metal Workers, and the Steel Workers' Union. These would seem less desirable because women will not work in these heavy industries permanently. In order for the survey to have maximum educational value, it presumably should cover unions which will continue to recruit women after the war.

(b) Concentration on local unions in the three A. F. of L. internationals originally selected. The fact that only four A. F. of L. unions have been visited so far as compared with 17 C. I. O. unions may be due to a relative scarcity of W. L. B. cases in A. F. of L. unions. Existence of a W. L. B. case was the original basis for selection of local unions. In order to obtain information from a sufficient number of A. F. of L. locals, it may be necessary to select local unions for visiting without reference to the existence of W. L. B. cases. The agents on visiting these locals might find that some of them had had W. L. B. cases and the W. L. B. questions on the schedule could then be filled out; otherwise this part of the schedule would be inapt.

Summary.

Questions which need to be decided now are (1) whether to continue to limit the survey to war industries or whether to branch out to other women-employing industries such as garment or textile; (2) if the survey is limited to the six national unions originally selected, how to get a fair sample of A. F. of L. local unions.

DEPARTMENT OF LABOR

Files

Conference

Feb. 21, 1944

on Standards for

Union Contracts

(FSM 8[illegible])

No. 203 GPO 16—31691-1

Suggested Standards

for

Union Contract Provisions Affecting Women

Many requests have come to the Women's Bureau for standards covering women's employment which might be recommended for inclusion in union contracts. On February 21, 1944, the Bureau called a conference of women representatives from organized groups, both AFL and CIO, which have a significant woman membership. At this meeting both the principles and wording of proposed contract provisions were discussed from the standpoint of their adequacy in meeting women's needs. The conference agreed on the standards outlined herein.

Why standards are needed

Since the contract determines in large part the conditions under which women as well as men will work, it is very important not only that it contain provisions on subjects of importance to women's welfare but also that these provisions be so worded as to safeguard women's interests. Subjects of special importance to women are wage rates, seniority, provisions for meal and rest periods and maternity leave.

UNITED STATES DEPARTMENT OF LABOR
Frances Perkins, Secretary

WOMEN'S BUREAU
Mary Anderson, Director

GENERAL

It is mutually agreed between the company and the union that no discrimination based on sex or marital status shall be practiced or permitted.

WAGES

Wage rates established under this contract shall be set by the job, not by the sex of the worker. Wage rates and job classifications shall be based on job content.

Jobs or departments shall not be designated by sex, as "male" or "female" jobs, or "men's" or "women's" departments, or by any other wording with a similar meaning and effect. All previously existing sex classifications shall be eliminated.

The starting rate shall be the same for all inexperienced workers, irrespective of sex. The automatic progression schedule applicable during the training period likewise shall be the same for all workers.

SENIORITY

Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for upgrading in the same department or for assignment to jobs in other departments.

REST PERIODS

In addition to a regularly scheduled lunch period, each employee covered by this agreement shall be given two 10-minute rest periods in each workday. During such periods the employee shall be free to leave his work place. Such rest periods shall be paid for at the employee's regular rate and shall not result in lengthening his over-all workday.

LUNCH PERIODS

Every employee shall be given a regularly designated lunch period which shall occur not more than 5 hours from the beginning of the employee's workday. Such lunch period shall be at least 30 minutes. A 30-minute lunch period shall be paid for. During his lunch period no employee shall be required to remain at his work place or to perform any duties connected with his employment.

MATERNITY LEAVE

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of one year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of one year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

The following publications of the Women's Bureau set forth the standards recommended for employed women. They are of interest to unions seeking information and counsel on programs geared to the interests of their women members.

Effective Industrial Use of Women in the Defense Program. 10¢.

Lifting Heavy Weights in Defense Industries. 5¢.

Safety Clothing for Women in Industry. 10¢.

Safety Caps for Women Machine Operators. 5¢.

Washing and Toilet Facilities for Women in Industry. 5¢.

Women's Effective War Work Requires Time for Meals and Rest. 5¢.

Night Work for Women and Shift Rotation in War Plants. 5¢.

Women's Effective War Work Requires Good Posture. 5¢.

Progress Report on Women War Workers' Housing. April 1943. 5¢.

When You Hire Women. 10¢.

Community Facilities for Women War Workers. 5¢.

Standards for Maternity Care and Employment of Mothers in Industry. Free.

Equal Pay for Women in War Industries. 10¢.

Recreation and Housing for Women War Workers. 10¢.

Wartime Reminders to Women Who Work: The Paying Guest; The Paid Hostess. 5¢.

March 1944

U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 590771

Return to files (N)

(13) Circular

The attached letter was sent to the following people (dated February 9, 1944):

Mrs. Dorothy Bellanca
Amalgamated Clothing Workers
of America
15 Union Square
New York City

2. Miss Rose Schneiderman
New York Department of Labor
(N. W. T. U. L.)
~~230 Fifteenth~~ 80 Centre St.
New York, N. Y.

3. Miss Elizabeth Nord
Textile Workers' Union of
America
20 Olneyville Square
Providence, R. I.

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., #4
17 William St., Room 204
Newark, N. J.

5. Miss Evelyn Adler
8 West 40th St.
New York City
(United Office and Prof.
Workers of America)

6. Miss Margaret Scattergood
American Federation of Office
Employees' International Council
A. F. of L.
901 Mass. Ave., N. W.
Washington, D. C.

7. Miss Elizabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

8. Miss Sadie Reisch
Children's & Cotton Dressmakers' Union
34 William St.
Newark, N. J.

With a slight change in last paragraph it was sent to the following:

Mr. Harvey W. Brown, Pres.
International Association of Machinists
Machinists' Bldg., Washington, D. C.

2. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W., Washington

3. Mr. William Green, Pres.
A. F. of L., Machinists, Bldg.
Washington, D. C.

4. Mr. Philip Murray, Pres.
C. I. O.
718 Jackson Place, N. W., Wash., D.D.

5. Mr. S. H. Dalrymple, Pres.
United Rubber Workers of America
503 United Building, Akton, Ohio

February 9, 1944

Miss Elisabeth Christman, Secretary-Treasurer
National Women's Trade Union League
Machinists' Building
9th & Massachusetts Avenue, N. W.
Washington, D. C.

My dear Miss Christman:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

The Women's Bureau is now engaged in a field survey of the local unions affiliated with some of the large national union organizations that have organized the greatest number of new women workers. In this survey we are attempting to find out to what extent and in what particulars a mutually advantageous relationship exists between local unions and their women members. We have selected for special attention the following three aspects of this broad subject: (1) women's activities in local unions, and the local union's program for women; (2) contract provisions as they relate to women workers in specific plants; (3) cases brought by unions to the War Labor Board with special reference to the effect on women union members. We believe the information obtained by this survey will be useful to local unions in working out a constructive program for women and that it will stimulate many women workers to participate more actively in union affairs.

Our survey has been in progress only a comparatively short time, so we cannot offer any conclusions or suggestions on the basis of the information we have obtained thus far. However, we have been asked by union women, whom we have interviewed in the course of our survey, to suggest standards on subjects that especially affect women, which could be recommended for discussion at general union meetings or the consideration of contract negotiation committees. These subjects include wage rate clauses, provisions relating to lunch and rest periods, and maternity and sick leave provisions.

We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I hope that you can come. Please let me know at your earliest convenience whether you can be present. Your understanding of the problems and your experience in the trade union movement will be of very great help. I hope very much that you can be here.

Sincerely yours,

Mary Anderson, Director

Just talked about to whom this letter or duplicates were sent.

25 February 9, 1944

Mr. S. H. Dalrymple, President
United Rubber Workers of America
503 United Building
Akron, Ohio

My dear Mr. Dalrymple:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

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We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I very much want the United Rubber Workers of America represented at this meeting. Mrs. Grace Hines has represented your organization in the past at meetings called by the Women's Bureau, and we will be very glad to have Mrs. Hines attend this meeting, if she is still active in your union. If not, we will appreciate your sending a woman member who can help us with the matter that will be the subject of the meeting.

Sincerely yours,

Mary Anderson, Director

February 9, 1944

Mr. Philip Murray, President
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C.

My dear Mr. Murray:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

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We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I very much want the Congress of Industrial Organizations represented at this meeting, and if I may, I should like to suggest Mrs. Ellickson as a representative who would be very helpful to us in our consideration of this question.

Sincerely yours,

[illegible]

Mary Anderson, Director

February 9, 1944

Mr. William Green, President
American Federation of Labor
901 Massachusetts Avenue, N. W.
Washington, D. C.

My dear Mr. Green:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

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We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I should like to have the American Federation of Labor represented at this meeting, and I am writing to ask if you will be kind enough to send a woman to represent your organization.

Sincerely yours,

Mary Anderson, Director

MA:LS:MEC

February 9, 1944

Mr. Harvey W. Brown, President
International Association of Machinists
Machinists' Building
Washington, D. C.

My dear Mr. Brown:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

The Women's Bureau is now engaged in a field survey of the local unions affiliated with some of the large national union organizations that have organized the greatest number of new women workers. In this survey we are attempting to find out to what extent and in what particulars a mutually advantageous relationship exists between local unions and their women members. We have selected for special attention the following three aspects of this broad subject: (1) women's activities in local unions, and the local union's programs for women; (2) contract provisions as they relate to women workers in specific plants; (3) cases brought by unions to the War Labor Board with special reference to the effect on women union members. We believe the information obtained by this survey will be useful to local unions in working out a constructive program for women and that it will stimulate many women workers to participate more actively in union affairs.

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We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I should like to have the International Association of Machinists represented at this meeting, and I am writing to ask if you will be kind enough to send a woman to represent your organization.

Sincerely yours,

[redacted]

Mary Anderson, Director

February 9, 1944

Mr. Edwin J. Brown, President
International Brotherhood of Electrical
Workers of America
1200 Fifteenth Street, N. W.
Washington, D. C.

My dear Mr. Brown:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

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We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I should like to have the International Brotherhood of Electrical Workers of America represented at this meeting, and I am writing to ask if you will be kind enough to send a woman to represent your organization.

Sincerely yours,

[redacted]

Mary Anderson, Director

February 9, 1944

Miss Margaret Scattergood
American Federation of Office
Employees International Council
American Federation of Labor
901 Massachusetts Avenue, N. W.
Washington, D. C.

My dear Miss Scattergood:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

The Women's Bureau is now engaged in a field survey of the local unions affiliated with some of the large national union organizations that have organized the greatest number of new women workers. In this survey we are attempting to find out to what extent and in what particulars a mutually advantageous relationship exists between local unions and their women members. We have selected for special attention the following three aspects of this broad subject: (1) women's activities in local unions, and the local union's programs for women; (2) contract provisions as they relate to women workers in specific plants; (3) cases brought by unions to the War Labor Board with special reference to the effect on women union members. We believe the information obtained by this survey will be useful to local unions in working out a constructive program for women and that it will stimulate many women workers to participate more actively in union affairs.

Our survey has been in progress only a comparatively short time, so we cannot offer any conclusions or suggestions on the basis of the information we have obtained thus far. However, we have been asked by union women, whom we have interviewed in the course of our survey, to suggest standards on subjects that especially affect women, which could be recommended for discussion at general meetings or for the consideration of contract negotiation committees. These subjects include wage rate clauses, provisions relating to lunch and rest periods, and maternity and sick leave provisions.

We have given some thought to desirable standards. We need now the help and advice of experienced women trade unionists on provisions finally to be recommended. I am inviting a few such women to meet in my office at 10:00 a.m., February 21, to discuss this whole problem. I hope that you can come. Please let me know at your earliest convenience whether you can be present. Your understanding of the problems and your experience in the trade union movement will be of very great help. I hope very much that you can be here.

Sincerely yours,

Mary Anderson, Director

The attached letter was sent to the following people (dated February 9, 1944):

Mrs. Dorothy Bellanca ~~Accepted~~ Declined
Amalgamated Clothing Workers
of America
15 Union Square
New York City

2. Miss Rose Schneiderman
New York Department of Labor
(N. W. T. U. L.)
~~1200 x Fifteenth~~ 80 Centre St.
New York, N. Y.

3. Miss Elisabeth Nord
Textile Workers' Union of
America
20 Olneyville Square
Providence, R. I.

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., #4
17 William St., Room 204
Newark, N. J.

5. Miss Evelyn Adler
8 West 40th St.
New York City
(United Office and Prof.
Workers of America)

6. Miss Margaret Scattergood
American Federation of Office
Employees' International Council
A. F. of L.
901 Mass. Ave., N. W.
Washington, D. C.

7. Miss Elizabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

8. Miss Sadie Reisch
Children's & Cotton Dressmakers' Union
34 William St.
Newark, N. J.

Detroit { Haller, Taylor
T/R. sent c/o Lewis

With a slight change in last paragraph it was sent to the following:

Mr. Harvey W. Brown, Pres.
International Association of Machinists
Machinists' Bldg., Washington, D. C.

2. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W., Washington

3. Mr. William Green, Pres.
A. F. of L., Machinists, Bldg.
Washington, D. C.

4. Mr. Philip Murray, Pres. (Mrs. Ellickson)
C. I. O.
718 Jackson Place, N. W., Wash., D.D.

5. Mr. S. H. Dalrymple, Pres.
United Rubber Workers of America
503 United Building, Akton, Ohio
(Mrs. Grace Hines)

February 9, 1944

Mrs. Dorothy Bellanca
15 Union Square
New York, N. Y.

My dear Mrs. Bellanca:

Those of us who believe in unions and are interested in the economic advancement of women have been gratified by the marked increase in women's membership in unions during recent months and we hope that the present record may be maintained after the war. The extent to which women's interest in union membership continues will depend on how effective the unions prove to be in helping solve the industrial problems of women.

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Sincerely yours,

[illegible]

Mary Anderson, Director

WESTERN UNION

WU V120 DL

DETROIT MICH FEB 14 1944 1044A

MISS MARY ANDERSON

DIR WOMENS BUR US DEPT OF LAB

WESTERN UNION

ALL OFFICERS AND BOARD MEMBERS WEST COAST UNTIL 20TH STOP
VICTOR REUTHER STAFF MEMBER IN CHARGE WAR POLICY DIVISION
APPOINTED 3 DELEGATES TO CONFERENCE YOUR OFFICE FEB 21
LOUISE STABLER MEMBER EXECUTIVE BOARD LOCAL 50 WILLOWRUN

WESTERN UNION

BOMBER ~~EDITH BRYSSE~~ Jeanne Taylor ~~THIRD~~ fourth VICE PRESIDENT LOCAL 154 HUDSON
MOTOR ANNA BERENSEN REPRESENTATIVE WAR POLICY DIVISION IN

WESTERN UNION

WASHINGTON OFFICE STOP CAN YOU SEND ME COPY OF STANDARDS ← Sent 2-15-44 a.a.
TO BE DISCUSSED ALSO TRANSPORTATION FOR TWO
KATHLEEN LOWRIE.

217P

WESTERN UNION

20 3 21 50 154..

WESTERN UNION

TGAET

WU Y140 7

NEW YORK NY FEB 15 1944 1212P

MISS MARY ANDERSON

CHIEF WOMENS BUREAU U S DEPARTMENT OF LABOR

HAVE NOT RECEIVED TRAVEL VOUCHERS. PLEASE SEND

ROSE SCHNEIDERMAN.

1248P.

Sent 2/15

Attending Union Conference, Women's Bureau, February 21, 1944:

Miss Rose Schneiderman, N.W.T.U.L.

Miss Elisabeth Christman, N.W.T.U.L.

Mrs. Elickson, C.I.O.

Miss Downey, A.F.L. Electrical Workers

Miss Ruth Young, CIO Electrical Workers

Miss Frances Saylor, CIO Electrical Workers

Miss O'Donnell, AFL Office Emp. Int'l Council

Miss Dorothy Hayes, CIO Office & Prof. Workers, 1029 Vt. Ave. N. W.

Miss Anna Berensen, U.A.W., Policy Div., 17th & F Sts.N.W., Wash.D.C.

Mrs. Mary McKernan, U.A.W., 5351 Townshend, Detroit 13, Mich.
Union address: Plymouth Local 51, U.A.W.C.I.O.,9319 Mt. Elliott Ave.
Detroit 11, Mich.

Mrs. Louise Stabler, U.A.W., 505 Detroit St., Ann Arbor, Michigan

Mrs. Edith Brysse, U.A.W., 15210 Rossini Drive, Detroit, Mich.

Came late in afternoon -

Mrs. Mabel Johnson
Route 3, Ardentown (home
Wilmington, Delaware (

Union address:
Recording Secretary
Local 840, U.A.W.,C.I.O. (Bellanca
515 Shipley St. Aircraft)
Wilmington, Delaware

2/28/44
Miss Turner

~~Ann Dept leaflet~~
~~on fire safety com~~

Mrs Louise Stabler
505 Detroit St.
Ann Arbor, Mich.

sent Bul. #61
2/26/44 edt

MT please send

Caps, + other small
leaflets + war publicity

sent leaflets + list
2/29/44

List of Community Services
when you hire Women

Keep these names, somehow, as
they attended the Feb 21 conference

2/28/44
Miss Turner

Mrs. Edith Bryce
15 210 - Rossini Dr
Detroit Mich

duplicate — same as b

Stables

pc. of duplicate list
2/29/44

keep these names, somehow, as they attended the Feb 21 conference

2/28/44
Miss Turner

Mrs. Mabel Johnson
Route 3, Ardentown
Wilmington, Delaware.

Keep these names, somehow, as
they attended the Feb 21 conference

2/28/44
Miss Turner

Mrs. Mabel Johnson
Route 3, Ardentown
Wilmington, Delaware.

Keep these names, somehow, as they attended the Feb 21 conference

(12)

Rose Schneiderman - N.W.T.U.L.

Self Christman - N.W.T.U.L.

Elickson - C.I.O.

Downey - A.F.L. Electrical Workers

Ruth Young - C.I.O. Electrical Workers

Frances Sayler - C.I.O. Electrical Workers

O'Donnell - A.F.L. Office Emp. Int'l Council (Seattle)

Hayes - C.I.O. office + Prof. Workers

Anna Berenson - U.A.W.

McKernan - U.A.W. (& C)

Mrs. Lorain Stabler - U.A.W.

Mrs. Edith Brysse - U.A.W.

The attached letter was sent to the following people (dated February 9, 1944):

Mrs. Dorothy Bellanca
Amalgamated Clothing Workers
of America
15 Union Square
New York City

2. Miss Rose Schneiderman
New York Department of Labor
(N. W. T. U. L.)
~~1200x~~Fifteenth 80 Centre St.
New York, N. Y.

3. Miss Elisabeth Nord
Textile Workers' Union of
America
20 Olneyville Square
Providence, R. I.

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., #4
~~17 William St., Room 204~~ 100 W. 42 nd St. N. Y. 18
~~Newark, N. J.~~

5. Miss Evelyn Adler (?)
8 West 40th St.
New York City
(United Office and Prof.
Workers of America)

6. Miss Margaret Scattergood
American Federation of Office
Employees' International Council
A. F. of L.
901 Mass. Ave., N. W.
Washington, D. C.

7. Miss Elizabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

8. Miss Sadie Reisch
Children's & Cotton Dressmakers' Union
34 William St.
Newark, N. J.

Louise Stabler
Executive Board Local 50 Willow Run, U. A. W. of A.

~~Edith~~ Bryce
~~Third~~ Vice-Pres. Local 154
Hudson Motor, U. A. W.

Anna Berensen
Representative War Policy Division, U. A. W.
Washington.

~~Jessie~~ Taylor
U. A. W.
~~Fourth~~ Vice-Pres.

Mrs. Mary McKernan
5351 Townshend
Detroit 15, Michigan

With a slight change in last paragraph it was sent to the following:

Mr. Harvey W. Brown, Pres.
International Association of Machinists
Machinists' Bldg., Washington, D. C.

2. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W., Washington

3. Mr. William Green, Pres.
A. F. of L., Machinists, Bldg.
Washington, D. C.

4. Mr. Philip Murray, Pres.
C. I. O.
718 Jackson Place, N. W., Wash., D.D.

5. Mr. S. H. Dalrymple, Pres.
United Rubber Workers of America
503 United Building, Akron, Ohio
(Mrs. Grace Hines)

The attached letters were sent to the following people on March 3, 1944:
(Reisch and Bellanca had a little different one.)

1. Miss Rose Schneiderman
New York Women's Trade Union League
247 Lexington Avenue
New York, N. Y.

2. Miss Elisabeth Christman, Sec.-Treas.
National Women's Trade Union League
Machinists' Bldg.
Washington, D. C.

3. Mr. Philip Murray, Pres.
C. I. O.
718 Jackson Place, N. W.
Washington, D. C.
Attention: Mrs. Ellickson)

4. Miss Ruth Young, Executive Sec.
U. E. R. & M. W. of A., 64
100 W. 42nd St.
New York 18, N. Y.

5. Miss Anna Berensen
Policy Division, U. A. W.
17th & F. Streets, N. W.
Washington, D. C.

6. Mrs. Mary McKernan
5351 Townshend
Detroit, 15, Michigan

7. Mrs. Louise Stabler
505 Detroit St.
Ann Arbor, Mich.
(Executive Board, Local 50
Willow Run, U. A. W. of A.)

8. Miss Margaret Scattergood
American Federation of Office
Employees' International Council
A. F. of L.
901 Massachusetts Ave., N. W.
Washington, D. C.
(Attention: Miss O'Donnell)

9. Mr. Edwin J. Brown, Pres.
International Brotherhood of
Electrical Workers of America
1200 Fifteenth St., N. W.
Washington, D. C.
(Attention: Miss Downey)

10. Mrs. Edith Brysse
15210 Rossini Drive
Detroit, Mich.
(U. A.W., Third Vice-President
Local 154

11. Mrs. Frances Sayler
U. E. R. & M. W. of A.
1029 Vermont Avenue, N. W.
Washington, D. C.

12. Miss Dorothy Hayes
U. O. & P. Workers of America
1029 Vt. Ave., N. W.
Washington, D. C.

---

13. Mrs. Dorothy Bellanca
Amalgamated Clothing Workers
of America
15 Union Square
New York, N. Y.

14. Miss Sadie Reisch
Children's & Cotton Dressmakers&
Union
34 William Street
Newark, N. J.

People Coming to Union Conference, February 21

1. Rose Schneiderman, N. W. T. U. L.
2. Elisabeth Christman N. W. T. U. L.
3. Ruth Young, U. E.
4. Dorothy Hayes - United Office & Prof. Workers
5. Louise Stabler, U. A. W.
6. Jennie Taylor, U. A. W.
7. Anna Berensen, U. A. W. - Miss Kernan
8. Mrs. Ellickson, C. I. O.
9. Miss Frances O'Donnell Am. Fed. Office Emp. Council
10. Marie Mooney - Intern. Brotherhood Electrical Workers.

"People coming to Union Conference. Feb. 21

1. Rose Schneiderman, W. W. T. & L.
2. Elizabeth Christman, W. W. T. & L.
3. Ruth Young - W. E.
4. Dorothy Hayes - United Office + Prof. Workers (Evelyn added?)
5. Louise Stabler - W. A. W.
6. Jennie Taylor - W. A. W.
7. Anna Berenson - W. A. W.
8. Mrs. Ellickson - C. L. A.
9. Frances O'Donnell - Office Employees Council.

Letter 1.

Enclose yellow leaflet

My dear Mrs. Bryce

We have just received from the printer ~~multilithed~~ copies of Suggested Standards for Union Contract Provisions Affecting Women, the contents of which were agreed upon at our conference of union women ~~members~~ on February 21, 1944. I am enclosing a copy of this leaflet and will be glad to send additional copies to you and to your organization upon request.

Again I want to thank you for the valuable help and advice you gave us in the drafting of these standards. I hope that they may prove helpful ~~in safeguarding the interests of industrial workers~~. to the unions in their efforts to promote the welfare of women members.

~~Schneiderman~~ ✓
~~Christman~~ ✓
~~Blickman~~ ✓
~~Young~~
~~Berelson~~

~~O'Donnell~~
~~Dorsey~~
~~Tabler~~
~~Bryce~~
~~Sayles~~
~~Hayes~~

Letter 2

My dear Mr. Hutchings,

I am enclosing a copy of the leaflet, Suggested Standards for Union Contract Provisions Affecting Women, the contents of which were agreed upon at a conference of union women called by the Women's Bureau, February 21, 1944. We will be glad to send you or your organization additional copies on request.

I want to thank you for the valuable help and cooperation your representative and organization gave us in the preparation of this leaflet.

M. A.

~~Mussey~~
~~Hutchings~~
E. J. Brown
Adler
~~Scattergood~~

Letter 3.

My dear McKernan, V

¶ 1 of Letter 1.

I am enclosing a copy of a letter sent (Letter 4)
to your Local 51;

¶ 2 of Letter 1.

extra carbon Letter 4

Plymouth Local 51 U. A. W. - C. I. O.
9319 Mt. Elliott Ave.
Detroit 11, Michigan

Gentlemen,

I am enclosing a copy of a leaflet entitled Suggested Standards for Union Contract Provisions Affecting Women. These standards were drafted by the Women's Bureau in cooperation with a committee of women members of C. I. O and A. F. of L. unions.

Mrs. Mae McKernan of Local 51 was a member of that committee. Because of her knowledge of the problems of women workers and her rich union experience she made her contribution to the committee was invaluable. I want to take this opportunity to thank your organization, and through you Mrs. McKernan, for the very unusual contribution she made to this project of the Women's Bureau.

We will be glad to send additional copies of the enclosed leaflet upon request.

M. A.

Letter 5.

My dear Mrs. Bellanca

All of Letter 1

I hope that the standards may prove helpful to unions in their efforts to promote the welfare of women members.

M. A.

~~Bellanca~~

~~Reisch~~

~~H. V. Brown~~.

Stitt

National Women's Trade Union League of America

ENDORSED BY THE AMERICAN FEDERATION OF LABOR AND THE TRADES AND LABOR CONGRESS OF CANADA

ROSE SCHNEIDERMAN, PRESIDENT
UNITED HATTERS, CAP & MILLINERY WORKERS' UNION

MARY E. DREIER, VICE-PRESIDENT
NEW YORK WOMEN'S TRADE UNION LEAGUE

ELISABETH CHRISTMAN, SECRETARY-TREASURER
GLOVE WORKERS' UNION

EXECUTIVE BOARD

MARION BURNS — STENOGRAPHERS' UNION
MOLLIE DOWD — RETAIL CLERKS' UNION
AGNES NESTOR — GLOVE WORKERS' UNION
PAULINE M. NEWMAN — LADIES' GARMENT WORKERS' UNION
MRS. RAYMOND ROBINS — CHICAGO WOMEN'S TRADE UNION LEAGUE
MARY N. WINSLOW — D. C. WOMEN'S TRADE UNION LEAGUE

LOCAL BRANCHES

BIRMINGHAM, ALA.
BLOOMINGTON-NORMAL, ILL.
BOSTON
CHICAGO
FORT FRANCES, ONT., CANADA
HUNTSVILLE, ALA.
ILLINOIS
KANSAS CITY, MO.
KELSO-LONGVIEW, WASH.
NEW YORK
RACINE, WIS.
ST. LOUIS
TOLEDO
WASHINGTON, D. C.
WORCESTER, MASS.

317 MACHINISTS BUILDING
WASHINGTON 1, D. C.

WOMEN'S BUREAU
FEB 11 1944
DEPARTMENT OF LABOR

February 10
1 9 4 4

Dear Miss Anderson:

Your letter of February 9 is received with invitation to meet in your office at 10:00 a.m., February 21, to discuss the subject matter outlined in your letter.

We accept your invitation with thanks. I will be present at the meeting.

Faithfully yours,

Elisabeth Christman
Secretary-Treasurer

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

EC/fb

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF America

15 UNION SQUARE, NEW YORK, N. Y.

88

OFFICE OF THE SECRETARY

WOMEN'S BUREAU
FEB 12 1944
DEPARTMENT OF LABOR

SIDNEY HILLMAN
General President
JACOB S. POTOFSKY
General Sec'y-Treas.

VICE-PRESIDENTS
DOROTHY J. BELLANCA
HYMAN BLUMBERG
JOSEPH CATALANOTTI
ABRAHAM CHATMAN
LOUIS HOLLANDER
JACK KROLL
LEO KRZYCKI
SAMUEL LEVIN
A. D. MARIMPIETRI
ABRAHAM MILLER
WILLIAM REZNICEK
FRANK ROSENBLUM
STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

February 11-1944

Miss Mary Anderson
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

My dear Miss Anderson:

I would very much like to accept your invitation to attend your meeting on February 21st, and I certainly shall try to do so.

I am scheduled to be in Washington at the meeting of the Women's Advisory Committee on February 15th and 16th, which makes it a little inconvenient for me to return again on the 21st. I realize the importance of your meeting and the question you are going to discuss, and if it is at all possible you can rest assured I will be with you.

Sincerely yours,

Dorothy J. Bellanca

DJB:Q

Dorothy J. Bellanca

February 12, 1944

Miss Rose Schneiderman, Secretary
Department of Labor
80 Centre Street
New York, N. Y.

My dear Miss Schneiderman:

I am very glad, indeed, that you will be able to attend the meeting on February 21, at 10 o'clock, to consider provisions of union contracts.

We have called several hotels and found only one - the Harrington - which has an available room for the night of February 20. We have made a reservation for you there for a single room with bath. The rate will be $3.30 or $3.85, depending upon the type of room which is available on that date.

I will look forward to seeing you Monday morning, February 21.

Sincerely yours,

Mary Anderson, Director

STATE OF NEW YORK

NEW YORK 13 — 80 Centre St.
ALBANY 1 — State Office Bldg.
ROCHESTER 4 — 70 Exchange St.
UTICA 2 — 106 Foster Bldg.

DEPARTMENT OF LABOR

SYRACUSE 2 — 214 So. Warren St.
BUFFALO 2 — State Office Bldg.
BINGHAMTON — 502 Press Bldg.

New York 13, N.Y.
February 10, 1944

WOMEN'S BUREAU
RECEIVED
FEB 11 1944
DEPARTMENT OF LABOR

Miss Mary Anderson,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

I am very much interested in the study that you are making and will be very glad to attend the meeting in your office on February 21st at 10 o'clock. However, since reservations on the night trains to Washington are so hard to get, would it be possible for your office to reserve a room for me for Sunday night? I would then come down late Sunday afternoon.

Looking forward to seeing you, I am,

Sincerely yours,

Rose Schneiderman

Rose Schneiderman
Secretary

rs/h

Roger Smith
Raleigh
Hilliard
Harrington

UNITED ELECTRICAL, RADIO & MACHINE WORKERS of America

DISTRICT COUNCIL NO. FOUR

[illegible] WILLIAM STREET • ROOM 263 • NEWARK, NEW JERSEY • TELEPHONE MARKET 2-4326
100 West 42nd Street, New York 18, N.Y., Wisconsin 7-6327

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

WOMEN'S BUREAU
FEB 14 1944
DEPARTMENT OF LABOR

February 12, 1944

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

I will be happy to attend your meeting on February 21st since I am very much interested in the subject that you outlined.

I had read in the Women's Trade Union League Bulletin that you were conducting such a survey. I even wrote Miss Christman the other day and said that I thought some of the material about the work of our union should be included.

I look forward to seeing you again, and I am sure the meeting will be a most interesting one.

Sincerely yours,

Ruth Young

Ruth Young
Executive Secretary

P.S. Please note the change in my address.

ry:sk
uopwa 7

JAMES McLEISH, President | CHARLES FAY, Vice President | RUTH YOUNG, Executive Secretary | EDWARD J. STEWART, Treasurer | JAMES LUSTIG, District Organizer

CHILDREN'S AND COTTON DRESSMAKERS' UNION
LOCAL 220
INTERNATIONAL LADIES' GARMENT WORKERS' UNION
34 WILLIAM STREET
NEWARK, N. J.
Phone MArket 3-5326
SADIE REISCH,
MANAGER

WOMEN'S BUREAU
FEB 16 1944
DEPARTMENT OF LABOR

February 15, 1944

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

Received your letter of February 9, inviting me to a meeting on February 21 at your office. I regret to say that it will be impossible for me to attend, as I expect to be on my vacation at that time.

With reference to the survey, I wish to inform you that the Cotton and Children's Dressmakers' Union, Local 220, I.L.G.W.U., did not gain any new members in the last year; in fact, due to the industrial defense area around Newark and the state of New Jersey, our membership has dropped considerably. Of course there is a little turnover, some going and some coming back, and we are holding our own. I am speaking of my particular local alone, of course, not for the International at large. I cannot speak for other areas, as I am not acquainted with what has happened in any other part of this country. Local 220 is under my jurisdiction, and has a membership close to 2,000, predominently women.

The activities of our Union members in the local are as follows:

They serve as chairladies in the shops, which means they are the representatives of the Union in their shops. Their functions are to see that agreements between the employer and the Union are lived up to. Some of our Union members serve on the Executive Board without discrimination as to creed, color or face. They also serve on many other important committees.

We carry on a constructive educational program, with large discussion groups on current events and other subjects. We have regular monthly lectures on health, nutrition, consumer's interest, etc., and in the last two years we have trained over 100 First Aid and assistant nurses.

CHILDREN'S AND COTTON DRESSMAKERS' UNION
LOCAL 220
INTERNATIONAL LADIES' GARMENT WORKERS' UNION
34 WILLIAM STREET
NEWARK, N. J.
Phone MArket 3-5326
SADIE REISCH,
MANAGER

February 15, 1944

In our Union agreements with the employers we have equal pay for equal work with men. Again I want to emphasize that while it is not put in as a cluase of an agreement, it is understood that no discrimination against race, color or creed is to exist. We have vacation with pay for our members, and in our latest agreement, one of our demands is for a health and welfare fund.

The foregoing, in brief, is my report of things that are important for women in industry.

If there is any other particular information desired concerning the International as a whole, please write to either Mark Starr or Fania Cohen, at our main office, 1710 Broadway, New York City.

Sincerely yours,

Sadie Reisch JS

Manager

SR:JS

Congress of Industrial Organizations

718 Jackson Place, N. W. · Washington, D. C.

OFFICE OF
THE PRESIDENT

WOMEN'S BUREAU
FEB 16 1944
DEPARTMENT OF LABOR

EXECUTIVE 5581

Feb. 15, 1944.

Miss Mary Anderson, Director,
United States Department of Labor
Women's Bureau,
Washington 25, D. C.

Dear Miss Anderson:

I have your letter of February 9th and in accordance with your suggestion, have named Mrs. Ellickson to represent the Congress of Industrial Organizations at the February 21st meeting in your office which is to consider problems relating to women in unions.

Sincerely yours,

Philip Murray

United Office and Professional Workers of America

Affiliated with the C. I. O.

LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer

8 WEST 40th STREET
NEW YORK 18, N. Y.

LAckawanna 4-8392

February 16, 1944

WOMEN'S BUREAU
FEB 18 1944
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Anderson:

I am tremendously interested in the project undertaken by the Women's Bureau outlined in your letter of February 9th.

I will certainly make every effort to be at the meeting on February 21st. However, I am due in Cleveland on the 19th and may not be back in time, in which case I would like your permission to request Miss Dorothy Hayes, our Washington representative, to attend the meeting.

Let me take this opportunity to tell you how greatly we appreciate the job that the Women's Bureau is doing and how strongly we feel that resources should be made available to it which would permit the Bureau to expand its work.

Very sincerely yours,

Evelyn Adler

Evelyn Adler, Director
National Social Service Division

uopwa-1
EA:mw

CHILDREN'S AND COTTON DRESSMAKERS' UNION
LOCAL 220
INTERNATIONAL LADIES' GARMENT WORKERS' UNION
34 WILLIAM STREET
NEWARK, N. J.

Phone MArket 3-5326

SADIE REISCH.
MANAGER

Stell

WOMEN'S BUREAU
FEB 22 1944
DEPARTMENT OF LABOR

February 21, 1944

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

I have instructed my office to write you this letter expressing my apologies at being unable to attend the Council Meeting.

I am now away on my vacation, but a telegram was sent to me by Mr. Dubinsky advising of my choice as representative from the International and of the meeting to be held February 21.

As it was impossible for me to make it, I trust you will accept this in lieu of my presence.

Sincerely yours,

Sadie Reisch

Sadie Reisch,
Manager

G

H. W. BROWN
INTERNATIONAL PRESIDENT

E. C. DAVISON
GENERAL SECRETARY-TREASURER

Still

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

International Association of Machinists

FOUNDED IN THE CITY OF ATLANTA, GA., MAY 5, 1888
MACHINISTS' BUILDING
NINTH STREET AND MT. VERNON PLACE N. W.
WASHINGTON 1, D. C.

GENERAL
VICE-PRESIDENTS U. S.
HARRY J. CARR
F. D. LAUDEMANN
H. F. NICKERSON
GEO. C. CASTLEMAN
ERIC PETERSON
EARL MELTON
ROY M. BROWN
S. L. NEWMAN

WOMEN'S BUREAU
FEB 26 1944
DEPARTMENT OF LABOR

126-79

GENERAL VICE-PRESIDENT
DOMINION OF CANADA
D. S. LYONS

Washington, D. C., February 23, 1944.

Subj: Women in War Work.

Miss Mary Anderson, Director,
Women's Bureau, U. S. Dept. of Labor,
Washington, D. C.

Dear Miss Anderson:

This will confirm my telephone conversation with your Secretary last Monday advising that we were unable to send a representative to attend the conference which you were conducting on standards affecting women.

Please accept our thanks for your thoughtfulness in inviting us to send a representative to this conference. We will be interested in receiving any information which developed as a result of your conference.

With best wishes, I remain

Fraternally yours,

W. G. Flinn

W. G. Flinn,
GRAND LODGE REPRESENTATIVE.

F/1

United Office and Professional Workers of America

Affiliated with the C. I. O.
•
LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer

8 WEST 40th STREET
NEW YORK 18, N. Y.
•
LAckawanna 4-8392

WOMEN'S BUREAU
MAR 9 - 1944
DEPARTMENT OF LABOR

March 8, 1944

Miss Mary Anderson, Director
U. S. Women's Bureau
Department of Labor Building
Washington D. C.

Dear Miss Anderson:

Miss Dorothy Hayes, our Washington representative who attended your recent meeting in my place, has sent me copies of the reports.

Both the "Summary of Field Agents' Reports" on their survey of union activities and the "Bureau's Suggested Standards" are excellent and extremely valuable material.

I should like very much to talk to you about the problems facing women in white collar industries. May I call the next time I am in Washington?

Very truly yours,

Evelyn Adler

Evelyn Adler, Director
National Social Service Division

EA:gm

March 11, 1944

Miss Evelyn Adler, Director
National Social Service Division
United Office and Professional
Workers of America
8 West 40th Street
New York 18, N. Y.

Dear Miss Adler:

I shall be very glad to see you and talk with you the next time you are in Washington. Will you let me know when you expect to be here again?

Sincerely yours,

Mary Anderson, Director

IS

ED J. BROWN, *International President*

G. M. BUGNIAZET, *International Secretary*

International Brotherhood Electrical Workers

1200 Fifteenth Street N. W.
Washington, 5 D. C.

WOMEN'S BUREAU
MAR 9 - 1944
DEPARTMENT OF LABOR

March 8, 1944

Miss Mary Anderson, Director,
Women's Bureau,
U.S. Department of Labor,
Washington, 25, D.C.

Dear Miss Anderson,

After conferring with our representative to your conference held February 21, I find that the proposed standards for union contracts sent with your letter of March 3, are correct according to the consensus of opinion of the representatives at the conference.

We are glad if we were of service to you in this matter.

Very truly yours,

International President

PRINTED IN U.S.A.

State

National Women's Trade Union League of America

ENDORSED BY THE AMERICAN FEDERATION OF LABOR AND THE TRADES AND LABOR CONGRESS OF CANADA

ROSE SCHNEIDERMAN, PRESIDENT
UNITED HATTERS, CAP & MILLINERY WORKERS' UNION

MARY E. DREIER, VICE-PRESIDENT
NEW YORK WOMEN'S TRADE UNION LEAGUE

ELISABETH CHRISTMAN, SECRETARY-TREASURER
GLOVE WORKERS' UNION

EXECUTIVE BOARD

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MRS. RAYMOND ROBINS — CHICAGO WOMEN'S TRADE UNION LEAGUE
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21

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TOLEDO
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WORCESTER, MASS.

317 MACHINISTS BUILDING
WASHINGTON 1, D. C.

WOMEN'S BUREAU
MAR 17 1944
DEPARTMENT OF LABOR

March 16,
1944

Dear Miss Anderson:

Thanks for your letter received on March 6 with copy of suggested standards for union contracts. The standards are stated in very clear language, and as far as I can see, their meaning permits of but one interpretation. This, as you so well know, is all important in a union agreement.

I feel items three and four are goals to strive for - and should serve as a guide, and reminder, to those unions whose agreements do not now contain such provisions.

Faithfully yours,

Elisabeth Christman
Secretary-Treasurer

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

EC/fb

Still

AMERICAN FEDERATION OF LABOR

Executive Council
President, WILLIAM GREEN
Secretary-Treasurer, GEORGE MEANY
A. F. of L. Building, Washington, D. C.

First Vice-President, WILLIAM L. HUTCHESON, Carpenters' Bldg., Indianapolis, Ind.
Second Vice-President, MATTHEW WOLL, 570 Lexington Ave., New York, N. Y.
Third Vice-President, JOSEPH N. WEBER, 621 Alta Drive, Beverly Hills, Los Angeles, Calif.
Fourth Vice-President, G. M. BUGNIAZET, 1200 Fifteenth St. N. W., Washington, D. C.
Fifth Vice-President, GEO. M. HARRISON, Railway Clerks' Bldg., Cincinnati, O.
Sixth Vice-President, DANIEL J. TOBIN, 222 East Michigan St., Indianapolis, Ind.
Seventh Vice-President, HARRY C. BATES, 815 Fifteenth St., N. W., Washington, D. C.
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Ninth Vice-President, FELIX H. KNIGHT, 400-403 Carmen's Bldg., Kansas City, Mo.
Tenth Vice-President, EDWARD FLORE, 422 Sidway Building, Buffalo, N. Y.
Eleventh Vice-President, HARVEY W. BROWN, Machinists' Bldg., Washington, D. C.
Twelfth Vice-President, W. C. BIRTHRIGHT, Delaware at Twelfth Street, Indianapolis, Ind.
Thirteenth Vice-President, W. C. DOHERTY, 408 A. F. of L. Bldg., Washington, D. C.

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

WOMEN'S BUREAU
MAR 18 1944
DEPARTMENT OF LABOR

Washington 1, D. C.
March 17, 1944

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

Dear Miss Anderson:

Thank you very much for your letter of March 3 enclosing a copy of the suggested standards for union contracts applying to women. I am forwarding this information to Secretary-Treasurer Paul Hutchings of the International Council of Office Employes Unions and know that he will be glad to have this information.

When you have conferences in future, would you kindly write to Mr. Hutchings to ask him to appoint a representative. I was appointed only for one conference and Mr. Hutchings should appoint representatives to future conferences. His address is 827 Fourteenth Street, N. W. Washington, 5, D. C.

Sincerely,

Margaret Scattergood

fod

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT, MICHIGAN

R. J. THOMAS
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INTERNATIONAL SEC. & TREAS.

RICHARD T. FRANKENSTEEN
VICE PRESIDENT

WALTER P. REUTHER
VICE PRESIDENT

PHONE TRINITY 1-6600

WOMEN'S BUREAU
MAR 31 1944
DEPARTMENT OF LABOR

March 31, 1944

Mary Anderson, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Anderson:

Miss Anna Berensen has asked me to reply to your letter to her regarding the revised draft of the proposed standards for union contracts on subjects particularly affecting women workers.

I have gone over the proposed changes and believe that they are in line with the discussions of your conference of February 21, as reported to me by the UAW representatives, Mrs. Louise Stabler and Mrs. Edith Brysse.

Sincerely yours,

Mildred Jeffrey

(Mrs.) Mildred Jeffrey,
Director, Women's Bureau
War Policy Division

mj;sg

cc. Mary Anderson

Recognizing the importance of activizing women within the UAW and of a clear cut policy for women in our organization, we as a group, representative of and vitally interested in this problem, present the following program for the consideration of the UAW International Executive Board.

We ask for its immediate adoption since it is of vital importance to the strengthening and unifying of our union in the present trying times and the even more difficult post-war period to follow.

1. There must be set up, within the International UAW, a Women's Department, headed by a woman, from the Detroit area, if possible, working directly under the supervision of the Executive Board, to give special attention, study and advice on organizing and solving the problems of women in the shop.

This Department must have an appropriation sufficient to do special Educational work and to maintain an adequate staff of both men and women.

This Department in its early stages could very well be under the Educational Department of the International, as a regular function of that department. As the work develops, the need of a separate Woman's Department will become apparent.

2. It should be mandatory that every region employ at least one woman organizer assigned to work among women in that region. These organizers are to be chosen from a shop in that region and the International Department should be instructed to cooperate with and offer guidance to them at any time.

3. Special attention should be given to the working woman's double duty as both worker and home maker. The woman union member will become more active and better integrated into the union life of her local when she has been released from a few of the many antiquated methods of home making. The problems of child care, laundry, feeding, and shopping must become the property of the union. Special committees should be set up in the locals and regions cooperating with the International to place emphasis and to help solve the above items.

4. Equal pay for equal work in all shops where this is not already in effect. This should be made a basic policy of the International. Advantages already gained must not be sacrificed in exchange for equal pay. The Labor members of the War Labor Board should stand instructed to enforce this principle in all cases under their jurisdiction.

5. One Seniority list. This, too, should be made an International policy. Separate seniority lists will give management a discriminatory hold over women in the coming production slowdown, working to the disadvantage of both women and men.

6. An intensive study of the position of women in the post war period. At the same time, a woman should be a part of any post-war planning committee established by the International.

7. Political action literature, especially written with a view towards the consumption of such literature by women in order to interest them in political action as a whole.

Since women comprise the majority electorate at the present time and since they are well-known for their staunchness to a cause, once they become involved, it is imperative they become politically activized immediately. This in itself is a full-time job, and one which should be undertaken at once if any degree of success is to be the result.

These, then, are our suggestions, and though there are numerous others we could elaborate on, we consider these of first importance. We ask for the Board's careful study, consideration, and immediate action for the future welfare, growth, and a completely integrated and unified UAW-CIO.

uopwa26cio

2/3/44

Relina Robinson

May 27, 1944.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

RESUME' OF POINTS TO BE DISCUSSED BY MARY V. ROBINSON, CHIEF, INFORMATION DIVISION, WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR, AT THE SATURDAY MORNING PANEL DISCUSSION ON PLANNING FOR FULL EMPLOYMENT, SPONSORED BY THE NATIONAL WARTIME CONFERENCE, June 3, 1944.

To guarantee white collar and professional women a safe and sound course in the postwar labor market occupational signposts and directing semaphores should be set up without delay. Women workers' experiences in past unemployment recessions show the need of well-planned action now to prevent discriminatory reaction against women in the transition from war to peace.

Opinions already being voiced in some quarters, even at the height of the war, that "women will go back to the home" indicate lack of a realistic approach to their economic status and responsibilities.

Women do not expect or want to hold jobs at the expense of ex-servicemen, but President Roosevelt has said every citizen has a right to a job. This applies to women as well as men. Millions of women workers have served their country patriotically and efficiently during the war. At its close the great majority will still need to earn a living and many also to support dependents.

The increased supply of better trained and qualified women, as a result of the war, is a challenge to American Government, industry, and labor not to discourage employment of women but to develop jobs for all who need and want them in the postwar period.

The country should take the safe super-highway of full employment of human and material resources -- not the dangerous road of depression, unemployment, decreased purchasing power. Full employment should be achieved if plans for reconversion and reconstruction similar to the war blueprints are carried out speedily.

Current planning for postwar employment calls for study of women's

relation to the occupational outlook, future social and economic order, national prosperity. Effort must be made to understand their special problems and to promote their readjustment and reemployment. Some of these problems are:

1. Failure to differentiate between the large number of women in the labor force prior to the war (the 11 million in employment and the 2-1/2 million unemployed and looking for jobs May 1940) and the newcomers during the emergency (around 4 million women.)
2. Need for postwar readjustment, to their prewar type of employment, of those women forced from such occupations by war pressure into jobs required to meet the emergency.
3. Too little realization that war casualties and postwar training of ex-servicemen will increase women's wage-earning responsibilities and prevent the withdrawal from the labor market of some of the newcomers who expected to hold jobs just for the duration.
4. Possibility of unfair dismissal of many women with the unjust accusation that "women have taken men's jobs" - or treatment of women similar to that after World War I.
5. Likelihood of even greater difficulties and consequent hardships for such minority groups as older women, married women, and Negro women, in regard to keeping or finding employment.
6. Existence in many establishments of a dual seniority system or right to jobs - one system for men and a less favorable one for women.
7. Danger of undermining the morale of women workers at present if there is a sudden swing from intensive recruitment of their services during the war to a postwar campaign to oust them from the labor force.

The best solution to these problems is full employment without sex differentials. Such a goal would assure opportunities to professional and white collar women in many directions.

The increased national income and purchasing power as concomitants of full employment would open up many additional jobs for women in their normal pre-war occupations as teachers, nurses, therapists, saleswomen, clerical workers, home economists, dietitians, recreational and social workers, personnel directors, vocational counsellors, librarians, advertising and fashion experts, and so on.

Full employment — and the prospect of some ex-servicemen (after their specialized war training) securing jobs along new lines in preference to their pre-war occupations — may very well mean continued employment of competent women in certain fields where they have gained a definite foothold in the war. Such possibilities include jobs as chemists, physicists, laboratory technicians, draftsmen, engineering aides, statisticians, economists, research workers, and factory clerical workers in industrial establishments; occupations in the fields of banking, business, housing, journalism, radio, law, and medicine.

A desirable vocational change for the future would be to prevent concentration of professional and white collar men and women, respectively, in so-called masculine and feminine fields as in the past, but to promote a greater dispersion of each sex into new fields, with more men as teachers, and more women as scientists, for example. Such methods would mean more varied contributions and work to the advantage of the general economy.

The Women's Bureau, of the U. S. Department of Labor - created in World War I and having 25 years of experience in studying the problems of women workers and helping to develop profitable employment opportunities for them — is now engaged in an extensive survey of postwar objectives of, and future job possibilities for, women at work today. The findings will be valuable in postwar planning and in the U. S. Employment Service program.

To help in converting such possibilities into realities, organizations of professional and business women have a vital role to play, serving

both as pressure groups and practical guides in opening up and maintaining the training and employment opportunities in special fields.

The National Wartime Conference can serve as a rallying force to achieve a cooperative and coordinated progress along such lines for women as part of the country's labor force.

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WOMEN ASK PART IN POLICY MAKING

13 Major Groups Tell McNutt That Women's Contribution Has Been Neglected

MOVE BEGAN IN SUMMER

Letter Stresses Importance of Their Inclusion, Suggests Qualifications for Appointees

A letter to Paul V. McNutt from epresentatives of thirteen major omen's organizations, urging the ar Manpower Commissioner once nore to appoint qualified women o policy-making boards in Washngton, was released yesterday by Miss Olive O. Van Horn, chairman f a recent meeting of the groups. ent with it were a complete list f the organizations and suggested ualifications for the desired appointees.

"I was instructed to write you," Miss Van Horn's letter said, "concerning our conviction that the problem of adequately incorporating the knowledge and contribution of women into policy-making groups has not yet been satisfactorily accomplished."

She went on to say that the inclusion of women in policy-making groups in the war is important, "not only in the interests of women, but primarily in the interests of government."

The thirteen organizations banded together some weeks ago, after the Young Women's Christian Association, the National Federation of Business and professional Women' Clubs and the Women's Trade Union League had taken the lead early last Summer in an exchange of opinions and conferences. Their contention has always been that Mr. McNutt's creation in September of the woman's advisory committee to the Manpower Commission has not met the problem of mobilizing total woman power for war production.

In addition to the three pioneer roups, the organizations are the ongress of Women's Auxiliaries f the C. I. O., Association of the unior Leagues of America, Naional Council of Jewish Women, ational Association of Negro usiness and Professional Women's lubs, United Office and Professional Workers of America, National Association of Deans of Women, National Association of Women Lawyers, National Nonpartisan Council of Public Affairs f Alpha Kappa Alpha Sorority, rofessional Panhellenic and American Library Association.

The suggested qualifications ere divided into three categories: educational qualifications and background, human relations and personal qualifications. Included in the first was "college training or its equivalent, with special knowledge in the fields of social sciences, psychology, history, etc." The second asked for a record that indicated an ability to understand and cooperate with every group in the population and ability to work with men and women and win and hold their confidence and respect. The third suggested "demonstrated integrity and insight as to the significance of the present in relation to future," and a woman with tion, vision, humor and

10-12-44

URGES WOMEN TAKE WORLD PEACE ROLE

First Lady, on 60th Birthday, Champions Their Inclusion in Every Cooperating Group

N.Y. TIMES

WASHINGTON, Oct. 11—At a press conference on her sixtieth birthday, Mrs. Franklin D. Roosevelt expressed the opinion today that the success of the Dumbarton Oaks world security plan depended on how strong was the determination of the peoples of the world to have peace.

"Leadership without a following is useless," she said when asked if the proposed agreement might not hit the snags met by the League of Nations and the World Court. The interest of those in a "position of leadership" was absolutely essential to the success of the plan.

As machinery for world cooperation was set up, women should be included, not only in the humanitarian phases but in every cooperating group.

Asked "what can women contribute, that men cant," she replied:

"Women are fully as capable as men. Their contribution may be different in some ways, but in others it will be a joint contribution.. I think men and women were meant to work together."

She hoped the roster of women qualified for high policy-making posts which is being compiled as the result of a White House meeting last June will eventually be printed, "to get across to the public the fact that a number of women have been chosen by other women, as those they are willing to see in important positions."

To a question on the possible effect on the women of the country if a woman less active than herself in public affairs were in the White House, Mrs. Roosevelt replied:

"People today take for granted a more intellectual interest on the part of women than ever before. The awareness is here, it doesn't have to be discussed any more."

Pressed for her views as to a successor who might "turn down all speaking engagements," she said:

"Anything is possible," and went on to give her conception of the role of the First Lady.

"She must make her contribution according to what she has to contribute."

"I don't know as I have made any contribution," she added. "I've lived as I had to live as things count for me. I had to be myself, I couldn't be some one different."

Asked about the recent murder of a girl Federal employe here and the possible responsibility of Federal authorities in preventing such crimes, Mrs. Roosevelt stated that "the world does not take care of you as an individual" and that parents should do a better job of teaching young people about the evil in the world and how to avoid it, and not send them out into the world unless they are capable of being responsible for themselves.

She will continue to make speeches urging registration and voting and has such speeches scheduled for Buffalo and Rochester.

AAUW Seeks Better Postwar Place for Women

10/14/44

The national headquarters of the American Association of University Women yesterday announced resolutions expressing concern regarding the position of women in the present period of economic transition and in the economy of the postwar world.

State conferences of women to discuss "How Women May Share in Postwar Policy-Making" are being urged by the AAUW through its national Committee on the Economic and Legal Status of Women.

The resolutions adopted at a recent meeting of this committee, include:

1. Request that the women's components of the Army and Navy be given permanent status.
2. Approved unrestricted overseas service for the Waves.
3. That women be appointed on committees in the Veterans Administration which deal with women veterans.
4. The appointment of women to local veterans counseling committees.
5. Appointment of women to the Surplus Property Board.
6. Jury service for women in Federal courts.
7. Equal treatment of women with men in any future legislation regarding unemployment and old-age benefits.
8. Reaffirming the stand that women should receive equal pay with men for equal work.

DIVISION OF
PRESS INTELLIGENCE
O.W.I.
Tempo V Bldg.

PH.

SY. L

Post
Washington, D. C.
140
DATE SEP 2 1944
p.

Barred From Dumbarton Oaks

56 U. S. Women Held Qualified To Share in Future Peace Plans

By Ann Cottrell

Prompted by exclusion of women from peace and security discussions at Dumbarton Oaks, 10 women distinguished in political and public life named for the New York Herald Tribune this week 56 American women they believe qualified to participate in future postwar planning and peace conferences.

Leading the list are Representative Edith Nourse Rogers (R., Mass.), Representative Mary Norton (D., N. J.), Mrs. Florence Jaffray Harriman, former Minister to Norway; Mrs. Anne O'Hare McCormick, New York Times; Miss Frances Perkins, Secretary of Labor; Mrs. Vera Micheles Dean, editor, Foreign Policy Association; Miss Dorothy Thompson, columnist, and Mrs. Ogden Reid, vice president, New York Herald Tribune.

Participating in the poll were Representatives Rogers and Norton, Representative Clare Boothe Luce (R., Conn.), Representative Winifred Stanley (R., N. Y.), Representative Jessie Sumner (R., Ill.), Secretary Perkins, Miss Frieda Miller, director, Women's Bureau, Department of Labor; Mrs. Ruth Bryan Rohde, former Minister to Denmark; Miss Margaret Hickey, president, Business and Professional Women's Clubs, and Mrs. Lafell Dickinson, president, General Federation of Women's Clubs.

Although several were aware that the American group was chosen from the State Department —where there are few women— they pointed out that the pattern of all-male conferences should not be established now. Many regretted that women have not reached greater eminence in the department, thus qualifying for such a conference.

Miss Hickey Argues Back

Argument that the conference is made up of diplomats and technicians was countered by Miss Hickey, who asked why Mrs. Harriman, Mrs. Rohde or Mrs. Dean had not been considered. Miss Hickey, also chairman of women's advisory committee of WMC, cited the conference as "another example in the long history of failure to appoint women." She added that many are qualified "not because they are women, but by demonstrated leadership."

Schain, former chairman, national committee on the cause and cure of war and recent member of U. S. delegation to Food and Agriculture Conference at Hot Springs, Va.

Others include Mrs. Eugene Meyer, author, social worker and part owner of The Washington Post; Mrs. Margaret Culkin Banning, author; Mrs. Elinor M. Herrick, former regional director of NLRB in New York, New Jersey and Connecticut; Capt. Mildred A. McAfee, director, Waves, and president on leave from Wellesley. Mrs. Clara M. Beyer, assistant director, Division of Labor Standards, Labor Department; Dr. Emily J. Hickman, a leader in Women's Action Committee for Victory and Lasting Peace and chairman, Committee for Participation of Women in Postwar Planning, and Mrs. Edgerton Parsons, of the latter committee.

ted that women have not reached greater eminence in the department, thus qualifying for such a conference.

Miss Hickey Argues Back

Argument that the conference is made up of diplomats and technicians was countered by Miss Hickey, who asked why Mrs. Harriman, Mrs. Rohde or Mrs. Dean had not been considered. Miss Hickey, also chairman of women's advisory committee of WMC, cited the conference as "another example in the long history of failure to appoint women." She added that many are qualified "not because they are women, but by demonstrated leadership."

Others mentioned included Mrs. Rohde, Mrs. Franklin D. Roosevelt, Miss Virginia C. Gildersleeve, dean of Barnard College; Representative Frances Bolton (R., Ohio), Miss Pearl Buck, novelist and authority on China; Dr. Minnie L. Maffett, Dallas, Tex., surgeon and former president, National Federation of Business and Professional Women's Clubs; Judge Florence Allen, Cleveland, Ohio, judge on the United States Circuit Court of Appeals; Mrs. Beard, historian, and Representative Luce.

A roster of women qualified to serve in peace-planning conferences will be issued this fall by the committee which met at the White House this June to discuss "How Women Can Share in Postwar Policy Making." A copy will be sent to the State Department and White House as a guide to the officials who select conferences delegates.

Other Congresswomen Named

Others suggested as qualified to take part in postwar planning discussions among the nations include Representative Stanley, Representative Sumner and Senator Hattie W. Caraway (D., Ark.). Also suggested were Miss Josephine

56 U. S. Women Nominated for Peace Parleys

10 Women Leaders, in Poll, Stress View Conferences ShouldNotBeLeft to Men

By Ann Cottrell

WASHINGTON, Aug. 30.—Prompted by the exclusion of women from the post-war peace and security discussions at Dumbarton Oaks, ten women distinguished in political and public life named for the New York Herald Tribune today a total of fifty-six American women they believe qualified to participate in any future post-war planning and peace conferences.

Leading the list of women mentioned most frequently in this informal survey are Representative Edith Nourse Rogers, Republican, of Massachusetts; Representative Mary T. Norton, Democrat, of New Jersey; Mrs. Florence Jaffray Harriman, former Minister to Norway; Mrs. Anne O'Hare McCormick, of "The New York Times"; Miss Frances Perkins, Secretary of Labor; Mrs. Vera Micheles Dean, research director of the Foreign Policy Association; Miss Dorothy Thompson, newspaper columnist, and Mrs. Ogden Reid, of the New York Herald Tribune.

Participating in the poll were Representatives Rogers and Norton, Representative Clare Boothe Luce, Republican, of Connecticut; Representative Winifred Stanley, Republican, of New York; Representative Jessie Sumner, Republican, of Illinois; Miss Perkins, Miss Frieda Miller, director of the Women's Bureau of the Department of Labor; Mrs. Ruth Bryan Rohde, former Minister to Denmark; Miss Margaret Hickey, president of the Business and Professional Women's Clubs, and Mrs. LaFell Dickinson, president of the General Federation of Women's Clubs.

All-Male Conferences Assailed

Although several of the women participating in the survey were aware that the American group at Dumbarton Oaks was chosen from the State Department—where there are few women—they pointed out that the pattern of all-male conferences should not be established now. Some regretted that women have not reached greater eminence within the State Department, thus qualifying themselves for such a conference as is now taking place. The opinion expressed by Mrs. Luce, Mrs. Rogers and Representative Margaret Chase Smith, Republican, of Maine, in the New York Herald Tribune on Aug. 22, that women wish to be included not just because they are women but because they are qualified, was echoed by other persons interviewed.

The argument that the Dumbarton Oaks conference is made up of diplomats and technicians was countered by Miss Hickey, in a telegram from St. Louis, asking why Mrs. Harriman, Mrs. Rohde or Mrs. Dean had not been considered, if such were the case. Miss Hickey, who is also chairman of the women's advisory committee to the War Man-Power Commission, cited the conference as "another example in the long history of failure to appoint women." She added that many women are qualified "not because they are women but by demonstrated leadership."

Other women mentioned by more than one of those interviewed included Mrs. Rohde, Mrs. Franklin D. Roosevelt, Miss Virginia C. Gildersleeve, dean of Barnard College; Representative

Time Off for Inspection During Paris Celebration



Associated Press

General Jacques Le Clerc, commander of the 2d French Division, which participated in the final liberation of the capital, inspects one of his units at the Arc de Triomphe

degree from Yale University. She is considered an outstanding authority on European affairs, and her articles are widely quoted, although she herself is not so well known to the general public as many writers for daily publications.

Other Representatives Listed

The other women suggested as qualified to take part in international post-war planning discussions included other women members of Congress, such as Miss Stanley, Miss Sumner and Senator Hattie W. Caraway, Democrat, of Arkansas. Also suggested was Miss Josephine Schain, former chairman of the National Committee on the Cause and Cure of War, and more recently a member of the United States delegation to the food and agriculture conference at Hot Springs, Va.

Others were Mrs. Eugene Meyer, author, social worker and part owner of "The Washington Post"; Mrs. Margaret Culkin Banning, author; Mrs. Elinore M. Herrick, industrial relations expert and former regional director of the National Labor Board in New York, New Jersey and Connecticut. Captain Mildred A. McAfee, director of the Waves and president on leave of Wellesley College; Mrs. Clara M. Beyer, assistant director of the Division of Labor Standards of the Labor Department; Dr. Emily J. Hickman, one of the leaders of the Women's Action Committee for Victory and Lasting Peace, and chairman of the Committee for the Participation of Women in Post-War Planning, and Mrs. Edgerton Parsons, of the latter committee.

Also named were Miss Katherine Lenroot, director of the Children's Bureau of the Labor Department; Mrs. Quincy Wright, director of the Chicago Council on Foreign Relations, who served as adviser to the United States delegation to the eighth Inter-American Conference at Lima, Peru, in 1938; Dr. Charl Ormond Williams, field service director of the National Education Association; Dr. Lena Madesin Phillips, president of the International Federation of Business and Professional Women; Mrs. Beatrice Gould, co-editor of "The Ladies' Home Journal"; Miss Elizabeth Christman, executive secretary of the Women's Trade Union League, as president of Mills College, Oakland, Calif.

Dr. Ada Comstock on List

The list further includes Dr. Ada Comstock, former president of Radcliffe College; Dr. Magdalene Schalk, on leave from Harvard University, at the State Department; Miss Winifred Hughes, president of Zonta International; Judge Cecil B. Wiener, formerly of the Children's Court of Erie County, N. Y.; Miss Helen S. M. Rodgers, of Buffalo, who was a delegate to the New York State Constitutional Convention; Dr. Kathryn Starbuck, professor of law at Skidmore College; Mrs. Robert Woods Bliss, who accompanied her husband on various international missions; Miss Mabel Boardman, former secretary of the American Red Cross and Mrs. Helene Lombard, newspaper columnist.

The following members of the General Federation of Women's Clubs also were suggested as qualified: Mrs. Grace Poole Reynolds, of Paducah, Ky.; Mrs. Saidie Orr Dunbar, of Portland, Ore., and Mrs. John L. Whitehurst, of Baltimore, former presidents; Mrs. J. L. Blair Buck, of Richmond, Va., first vice-president; Mrs. Hiral C. Houghton jr., of Red Oak, Iowa, second vice-president; Mrs. Harvey W. Wiley, of Washington, chairman of legislation; Mrs. Patrick Henry Adams, of Maplewood, N. J., chairman of the war service committee; Mrs. William Dick Sporborg, of New Rochelle, N. Y., chairman of the international relations

The argument that the Dumbarton Oaks conference is made up of diplomats and technicians was countered by Miss Hickey, in a telegram from St. Louis, asking why Mrs. Harriman, Mrs. Rohde or Mrs. Dean had not been considered, if such were the case. Miss Hickey, who is also chairman of the women's advisory committee to the War Man-Power Commission, cited the conference as "another example in the long history of failure to appoint women." She added that many women are qualified "not because they are women but by demonstrated leadership."

Other women mentioned by more than one of those interviewed included Mrs. Rohde, Mrs. Franklin D. Roosevelt, Miss Virginia C. Gildersleeve, dean of Barnard College; Representative Frances Bolton, Republican, of Ohio; Miss Pearl Buck, novelist and authority on China; Dr. Minnie L. Maffett, of Dallas, Tex., physician and surgeon and former president of the National Federation of Business and Professional Women's Clubs; Judge Florence Allen, of Cleveland, judge of the United States Circuit Court of Appeals; Representative Smith, Mrs. Mary Beard, historian, and Mrs. Luce, also a journalist and playwright.

Some Give Extra Names

Although the persons taking part in the survey were asked to list ten women they believed qualified, several of them confined their selections to fewer names, whereas others listed as many as fourteen or fifteen. The lists were received from the ten women with the understanding that the separate choices would not be made public.

A detailed roster of women qualified to serve in various capacities at all types of peace-planning conferences will be issued this fall by a special committee which called a meeting at the White House in June to discuss "How Women Can Share in Post-War Policy Making." A copy of this roster will be sent to the State Department and the White House as a guide to the officials who select the delegates to conferences.

The special qualifications that would be brought to the peace-table discussions by Mrs. Rogers are her experience as a member of the House Foreign Affairs Committee and her service overseas during the World War with the American Red Cross.

As chairman of the House Committee on Labor Mrs. Norton would bring her experience in that capacity and would add another "first" to her record. She was the first woman elected to Congress by the Democratic party, the first woman to be appointed chairman of a Congressional committee, the first woman chairman of a state committee and the first member of Congress to introduce the resolution repealing the Eighteenth Amendment.

Mrs. Dean, who also is research director of the Foreign Policy Association, was born in Petrograd, Russia, in 1903, but came to the United States in 1919. A naturalized citizen, she is a graduate of Radcliffe College and holds a master's and doctor of philosophy

[illegible] Women in Post-War Planning, and Mrs. Edgerton Parsons, of the latter committee.

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Mrs. Catt Recommended

Others were Mrs. Carrie Chapman Catt, former suffrage leader and honorary president of the National League of Women Voters and an organizer and honorary chairman of the National Committee on the Cause and Cure of War; Miss Ellen S. Woodward, member of the Social Security Board; Professor Sarah L. Wambaugh, of Cambridge, Mass., member of the secretariat of the League of Nations, who assisted in drafting regulations for the Saar plebiscite and later served as technical adviser to the Saar Plebiscite Commission.

Also recommended were Dr. Mary E. Woolley, former president of Mount Holyoke College, a member of the Conference on the Reduction and Limitation of Armaments, chairman of the People's Mandate Committee for Inter-American Peace and Co-operation.

Among others considered qualified for a part in post-war discussions is Miss Harriet Elliott, dean of women of the University of North Carolina, member of the former National Defense Advisory Committee and at present director of the women's division of the war savings staff of the Treasury Department. Also mentioned were Miss Hickey and Dr. Aurelia H. Reinhardt, who retired last year

committee; Mrs. Marjorie Ing, of Wareham, Mass., chairman of the public health committee, and Mrs. Nancy R. Armstrong, of Houston, Tex., former chairman of the international relations committee.

N.Y. "Times"
8-26

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Special to THE NEW YORK TIMES.

WASHINGTON, Aug. 25—More than 500 names have been sent in for the Roster of Qualified Women to be compiled as a result of the June White House conference on how women may share in post-war policy-making, it was reported today by Charl O. Williams of the National Education Association, chairman of the continuing committee.

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"The complaint has been made that women won't back other women up," she said. "The response we are having on this roster proves that is not true."

A West Coast newspaper woman recommended a woman lawyer in her town as "a leader in successful legislation to make jury service for women compulsory"; a woman reporter in Georgia said of a civic leader: "Her education is thorough, her experience outstanding in economic and sociological fields. Personally she is charming. She has a definite way with both sexes."

A woman in New York recommended a woman in California as "outstanding in leadership and organizational ability, with an unusual capacity in understanding problems and aiding in their solution"; a New Jersey woman called one in Wisconsin "an able executive, a convincing speaker, a brilliant writer."

STETTINIUS POLICY UPHELD BY WOMEN

His Stand on Behalf of Freed Nations Lauded by Speakers at Times Hall Meetings

YEAR'S TRAINING FAVORED

Mrs. Rohde Would Have It Apply to Girls as Well as Boys —Oaks Proposals Hailed

Emphatic support for the statement by Secretary of State Edward R. Stettinius Jr. affirming the United States policy of maintaining the democratic rights of liberated nations was voiced repeatedly yesterday by prominent women who took part in afternoon and evening meetings in the New York Times Hall, 240 West Forty-fourth Street, on the topic "No World War III—A Challenge!"

Many of the participants in the discussions also hailed the Dumbarton Oaks proposals as representing a promising beginning in world organization for peace, even though they are admittedly far from perfect. Admitting the present era to be a tragic one, they saw hope for the future rising from these deliberations.

Mrs. J. Borden Harriman, former Minister to Norway, acted as chairman of the afternoon discussion, and the speakers were Mrs. Vera Micheles Dean, research director of the Foreign Policy Association; Mrs. Carl A. Spaatz, wife of Lieutenant General Spaatz of the Army Air Forces; Mrs. Ruth Bryan Rohde, former Minister to Denmark; Dr. Mabel Newcomer, chairman of the Department of Economics at Vassar College, and Miss Lisa Sergio, radio commentator.

Mrs. Wales Latham, associate director of the Times Hall, welcomed the guests to both sessions, and in addition read at the afternoon session an address prepared by Miss Freda Kirchwey, editor of The Nation, who was unable to be present because of illness.

Mrs. William Dick Sporborg, chairman of the Department of International Relations of the General Federation of Women's Clubs, was the chairman of the evening session. The speakers were Mrs. Joseph H. Ball, wife of the Republican Senator from Minnesota; Mrs. Emily Taft Douglas, Representative-elect from Illinois; Mrs. Bernice Brown Cronkhite, dean of the Graduate School of Radcliffe College; Lieut. Comdr. Margaret Disert of the Waves, and Miss Dorothy Thompson, newspaper columnist.

Three Broadcasts Given

After each of the speakers had stated her main thesis in a prepared address, there was a question-and-answer period at both afternoon and evening meetings. This was broadcast, in part, over station WQXR from 3:30 to 3:55 P. M. and from 9:30 to 9:55 P. M. The speakers at the evening session later broadcast the highlights of their meeting over WOR and the Mutual System from 11:30 to 11:45 P. M.

Miss Kirchwey, in the address read for her by Mrs. Latham, hailed Secretary Stettinius' statement of Tuesday as "the most hopeful thing that has happened in this whole ugly political war." Asserting that it did not go very far, she said that "at least it indicates that out-and-out suppression of the popular will in Europe is not going to be supported by American authority, and that no British political priorities in any new spheres of influence will necessarily be respected by our representatives."

Declaring that the world today is in a revolution, of which the war is only one incident, Miss Kirchwey said that the conflict now going on in Greece and Belgium and Italy was no different in essence from that which began in Spain in 1936, and ended there "temporarily in a fascist victory."

"Europe is moving inexorably toward the left," Miss Kirchwey continued. "If it is prevented by physical force from working out its destiny through an extension of social control over areas that were formerly controlled by the few who owned the major sources of economic power, the result will be violent revolution. If a solution cannot be found through democratic institutions, it will be sought through workers' and soldiers' committees and ultimate dictatorship."

Oaks Criticisms Discussed

Mrs. Dean said that two main criticisms have been leveled against the Dumbarton Oaks proposals, and that both might have some validity. The first of these, she said, was that the world security council might become a military alliance by which the great powers would impose their will on the rest of the world. The second was that the small nations have not received sufficient scope.

She expressed hope, however, that the great powers would show sufficient sense of responsibility to keep from using their positions for their own selfish advantages.

On the other hand, she said, Dumbarton Oaks represents a decided advance over the old League of Nations in two particulars—it provides for the constant consultation of the powers over causes of friction that might lead to war, and for the use of military power to suppress aggressors.

Mrs. Spaatz for Army Training

Mrs. Spaatz, whose husband is commanding the United States Strategic Air Forces in Europe, said that we must realize that participation in a league for peace is not enough; that we must have the armed force to secure our position as a world power. She advocated universal military training for our young men as the only way this could be accomplished.

"There is no reason for any thinking woman to oppose the idea of her son giving a year of his life to his country," she said. "The wearing of the uniform of the United States should be considered an honor and a distinction, as it is today. It has been well said that the boy who gives a year to his country will receive more than he gives; he will gain in strength and character, as well as in understanding and appreciation of the democratic way of life."

Mrs. Rohde, who is the daughter of the late William Jennings Bryan, expressed her agreement with what Mrs. Spaatz said, but added that she hoped that girls as well as boys would receive military training. She said that the United States has proved its tremendous strength and resources and is now confronted with the responsibility that comes with power.

Declaring that science has shrunk the dimensions of the world since the end of the first World War, Mrs. Rohde said that we must face the fact that we have actually been drawn into such close contact with other nations that we must actually look at their problems as those of our own neighborhood.

Economic Warfare Decried

Dr. Newcomer, who was a member of the American delegation to the Bretton Woods monetary conference, said that we are learning that economic warfare does not pay. She contended that the United States, with its growing export industries, had more to gain from a policy of free trade than it had to lose.

Expanding this point in response to a question from the floor, she said:

"We are now where England used to be. We are the great industrial nation. You notice that England has now given up free trade and is protecting against us. That is an evidence that we can compete without protection. We can undercut England. We want free trade; the English do not want free trade.

"That was really the battle at Bretton Woods. We were trying to persuade England not to protect against us, just as she used not to want us to protect against her. Our positions have been reversed.

People's Peace Stressed

Contending that there never had been a people's peace in the past, Miss Sergio argued that the present political disorders in Europe simply represent the determination of the people "not to let the making of the peace slip out of their hands." She said that the United States should have taken much earlier the stand announced by Mr. Stettinius on Tuesday.

Miss Sergio conceded that this statement envisioned a policy of "great risks" which threatened the pillars of the Dumbarton Oaks structure, but she contended that we must seek to make this war truly one of the liberation of peoples.

Mrs. Ball warned that when the debate begins in the Senate we would not hear much against our joining an international organization, but that we would be told that we should wait and see what happens at the peace table before making our decision. She said that similar arguments kept us out of the League of Nations and that we must not make the mistake of turning our backs on the world again.

The women of this generation are the first women in history who have been "full citizens during a great crisis," Mrs. Douglas asserted. She said that "we are the first women to have a chance to help build a peace" and that this opportunity came at a time when the women in this country outnumbered the men.

"We have therefore not only a voice in public policy, but potentially a decisive voice," she said.

Help of Teachers Sought

Discussing the role of education in a community of nations, Mrs. Cronkhite said that it was the teachers who had access, hour after hour and day after day, to the child's thinking, "who can influence his ideas and his attitudes, can help to develop his belief in what can and cannot be done."

"It is here that real progress can take place," she said. "There is no limit to the possibilities."

Commander Disert, who in peace time is dean of Wilson College and at present is the officer in charge of the Women's Reserve Midshipmen at Smith College, declared that women's response to military service has been "eminently successful." She expressed hope that the training and experience gained by the 200,000 women in the service would increase their capacity to make an equal contribution to the maintenance of peace.

Miss Thompson asserted that the United States has had a consistent foreign policy based on three points: Avoiding power politics, withholding support of imperialism and opposing economic imperialism and monopoly. She said that the United States has never sought special privileges for itself, and has opposed them for other powers.

Warning that what is gradually taking shape now is the division of the world into spheres of influence, Miss Thompson said that of all the great powers, the United States had most to lose by this arrangement. She said that the trends now being followed would, if not stopped, lead to the partition of Europe, with the United States excluded from it.

SPEAKERS AT SECOND CONFERENCE OF WOMEN IN THE NEW YORK TIMES HA



Group who discussed "No World War III—A Challenge," at the afternoon forum yesterday. Left to right: Dr. Mabel Newcomber, chairman, Department of Economics, Vassar College; Vera Micheles Dean, research director, Foreign Policy Association; Mrs. J. Borden Harriman, vice president, Americans United; Mrs. Ruth Bryan Rohde, former United States Minister to Denmark; Mrs. Carl A. Spaatz, vice president, National Association of Air Forces Women, and Lisa Sergio, radio commentator. The New York Times Studio

From
NEW YORK TIMES
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"WOMEN IN POLITICAL LIFE"

"Women's Responsibility in Government"

References

AAUW GENERAL DIRECTOR'S LETTER, August 21, 1944

"The White House Conference Held in Washington on June 14, 1944," pp. 3-8, 31. (The program of the Conference, names of the speakers and a digest of what each one said.)

jc. taken from AAUW files. This sheet is now in the Political folder

This material was gathered together for
The Democratic National Committee, Women's Division
for Mrs India Edwards and Katy Blackburn (the
latter, one of the participants); Miss Whitelock
and Mrs Kloak were interested in preparing this
material for the Committee after a call to the
SS&P Division (Miss Adams to Miss Carter March 4,1949)
The material came from the General Files clippings,
The Independent Woman, etc.

Article from
INDEPENDENT WOMAN
July 1944

CONFERENCE AT THE WHITE HOUSE

Federation members play prominent part in meeting on women for posts in postwar reconstruction

Representatives of the National Federation took a leading part in the conference, called by Mrs. Roosevelt at the White House for June 14th, to consider means for securing qualified women for policy-making and technical posts in the reconstruction of the postwar world on the international, national and community levels.

Among the representatives of women's organizations who collaborated with Mrs. Roosevelt—herself a member of the New York City League of Business and Professional Women—were the Federation's president, Dr. Minnie L. Maffett; a former president of the Federation, Charl Ormond Williams; and Mrs. La Fell Dickinson, newly elected president of the General Federation of Women's Clubs and member of the Business and Professional Women's Club of Mrs. Dickinson's home town, Keene, New Hampshire. Miss Williams presided at both sessions, and presented Mrs. Roosevelt, who opened and closed the conference.

Dr. Maffett was one of the speakers, as were also Josephine Schain, formerly the National Federation's international relations chairman and now international relations chairman for the New York State Federation; Judge Lucy Howorth, a member of the legal staff of the Veterans' Administration, formerly the Federation's program chairman; Ellen S. Woodward, member of the Social Security Board and adviser to the United States member of the UNRRA conference at Atlantic City, long a member of the Mississippi State Federation; Margaret Chase Smith, congresswoman from Maine, technical adviser to the delegates of the International Labor Office Conference held this year in Philadelphia, member of our Maine State Federation.

Other featured speakers were the Hon. G. Howland Shaw, Assistant Secretary of State; the Hon. Frances Perkins, Secretary of Labor and chairman of the delegation of the United States Government to the conference of the International Labor Office; Ruth Bryan Rhode, former congresswoman and former ambassador to Denmark; Helen Rogers Reid, vice president of the New York Herald Tribune and C. Mildred Thompson, dean of Vassar College and delegate to the Conference of Allied Ministers of Education held in London in April.

Outlining the purpose of the conference in her opening remarks, Mrs. Roosevelt said that the heads of government agencies, even when inspired by the best intentions, often made poor selections of women for important posts simply because they did not know, and had no means of finding out, who the qualified women were. What the heads of such agencies need, said Mrs. Roosevelt, were lists of names of qualified women to draw upon when selecting appointees for posts which can appropriately be held by women. It was for the purpose of interesting women's organizations in

preparing such lists for the use of the heads of the various government departments that the conference had been called.

Most of the women who appeared on the program had been selected largely for the reason that they had already served, or were serving, in either a policy-making or technical capacity in important posts.

Present in the audience as observers of the proceedings were representatives of the President, of the President's Cabinet, and of various agencies and establishments which are likely to find themselves in need of qualified persons for important work which qualified women are well fitted to perform.

A point strongly emphasized by most of the speakers was that women are asking that qualified women — note how that word "qualified" crops up again— be appointed to technical and policy-making posts not as women but as persons fitted by training, experience, and personal qualifications to do the required work supremely well.

Early in the proceedings Mrs. Woodward sounded a note of warning by recalling the fact that a contributory cause of the many and grave troubles following World War I was ignorance and misunderstanding on the part of the persons entrusted with the planning and execution of the various reconstruction programs. Women's organizations, said Mrs. Woodward, must be more than careful in preparing their lists in order to make sure that the women recommended actually do possess the qualifications required for the work in question. Also, she said, women's organizations should take particular pains to distinguish between women fitted to hold policy-making posts and those who are trained to act as technicians or technical advisers.

Echoing this note of warning, Congresswoman Margaret Chase Smith said, "It is not enough that women should have a desire to help. They must be qualified to serve well, because unqualified and incompetent women forfeit their own opportunity and discourage the appointment of other women."

Approaching the same thought from another angle, Judge Howorth said, "While thousands of our beloved husbands and sons are fighting and dying to free the world, we must not appear to be grasping for special favors. This conference is dedicated to what we may call 'the new humanism,' to adopt a phrase from Josiah Royce. It is dedicated to humanity, to serving the world's problems in terms of human rights and human needs."

A continuing committee was appointed to carry on the enterprise launched at the conference, and the 200 women in attendance were furnished with forms to use in submitting their recommendations.

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(Appears on
Page 225 of
INDEPENDENT WOMAN, July 1944)

From
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LIST OF OBSERVERS

For the Conference on

HOW WOMEN MAY SHARE IN POST-WAR POLICY MAKING

The White House

June 14, 1944

The President of the United States, the members of his Cabinet, and five independent agencies and establishments were requested to send observers to this conference. The list of those who will attend follows:—

The President of the United States:
Judge Samuel I. Rosenman, Special Counsel to the President
Mr. Jonathan W. Daniels, Administrative Assistant to the President

Department of State:
Mr. John S. Dickey, Special Consultant
Mr. Richard W. Morin, Special Assistant in the Office of Public Information

Department of the Treasury:
Mrs. Marion G. Banister, Assistant Treasurer

Department of War:
Mrs. Warwick B. Hobart, Adviser to the Director of Civilian Personnel and Training on the Employment of Women

Department of Justice:
Miss Helen R. Carloss, Special Assistant to the Attorney General

Post Office Department:
Miss Marguerite A. King, Administrative Assistant to the Postmaster General

Department of the Navy:
Captain Mildred H. McAfee, Director of the Women's Reserve of the United States Naval Reserve

Department of the Interior:
Dr. Ruth Gruber, Field Representative

Department of Agriculture:
Miss Grace E. Frysinger, Senior Home Economist, Division of Field Coordination

Department of Commerce:
Mr. Norman W. Baxter, Assistant to the Secretary
Mr. W. C. Costello, Special Assistant to the Board of Directors, Reconstruction Finance Corporation

Department of Labor
Miss Katharine F. Lenroot, Chief, Children's Bureau

Independent Agencies and Establishments:—

Foreign Economic Administration
Mr. James L. McCamy, Executive Director, Bureau of Areas

United Nations Relief and Rehabilitation Administration:
Mrs. Ellen S. Woodward, U.S.A. Representative, Welfare Committee

Office of War Information:
Miss Katherine C. Blackburn, Chief, Bureau of Special Services, Domestic Branch

International Labor Office:
Mrs. Elizabeth Rowe, Executive Secretary, Washington Branch

United Nations Interim Commission on Food and Agriculture:
Mrs. Ursula Hubbard Duffus, Assistant Secretary

COPY

A CONFERENCE ON

HOW WOMEN MAY SHARE IN POST-WAR POLICY-MAKING

THE WHITE HOUSE

June 14, 1944

MORNING SESSION — 10:00 A.M.

I. Opening the Conference - - - Eleanor Roosevelt

II. Women's Responsibility in World Affairs
Lucy Howorth — 10 minutes
Member Legal Staff, Veterans' Administration

III. Women's Experience on Recent International Councils

1. Josephine Schain — 10 minutes
Delegate to the Food Conference of the United Nations, Hot Springs, Virginia, May 1943

2. Ellen S. Woodward — 10 minutes
Member, Social Security Board
Adviser to U.S.A. Member, Council of the United Nations Relief and Rehabilitation Administration Conference, Atlantic City, November 1943

3. C. Mildred Thompson — 10 minutes
Dean of Vassar College
Delegate to the Conference of Allied Ministers of Education, London, April 1944

4. Margaret Chase Smith — 10 minutes
Congressman from Maine
Technical Adviser to the delegates of the International Labor Office Conference, Philadelphia, April 1944

5. Frances Perkins — 10 minutes
Secretary of Labor
Chairman, U. S. Government delegation to the International Labor Office Conference, Philadelphia, April 1944

6. Elizabeth A. Conkey — 10 minutes
Member, Board of Commissioners, Cook County, Illinois
Adviser to U.S.A. Member, Council of the United Nations Relief and Rehabilitation Administration Conference, Atlantic City, November 1943

Discussion — 20 minutes

RECESS FOR LUNCHEON

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AFTERNOON SESSION — 2:15 P.M.

IV. Future Opportunities in National and International Policy-Making

1.. G. Howland Shaw — 20 minutes
Assistant Secretary of State

2. Helen Rogers Reid — 15 minutes
Vice-President, Herald-Tribune

3. Ruth Bryan Rohde — 20 minutes
Former Ambassador to Denmark

Discussion — 20 minutes

V. Business of the Conference — 45 minutes

A Summary Statement of the Conference

Roster of Qualified Women

The Continuation Committee

Resolution of Appreciation

VI. Closing Words — Eleanor Roosevelt

DIVISION OF
PRESS INTELLIGENCE
1526-14th St., N. W.

NO.

SYMBOL L

Christian Sc. Monitor
Boston, Mass. (I)

DATE
p.
JUN 15 1944

Women Leaders Plan Steps To Assume Vital World Jobs

By Mary Hornaday

Staff Correspondent of The Christian Science Monitor

WASHINGTON, June 15—Representatives of 75 national women's organizations went back to their communities today after an all-day meeting at the White House resolved to take "every step" within their power "to further the active participation of qualified women in positions of responsibility pertaining to the conduct of public affairs, national and international."

The 200 women carried with them blanks on which they are to nominate qualified women as candidates for places at future international conferences and on national policy-making bodies.

A summary statement adopted by the conferees said:

"Current developments make this the crucial moment for women and women's organizations to press for the inclusion of qualified women as United States delegates and advisers to international conferences and as members of national policy-making bodies.

Summary Statement

"Therefore, we, as a group of 200 representative women, meeting in Washington at the White House on June 14, 1944, express our conviction that women should take definite action now in order to implement the significant statements of women leaders the world around, to see that women have a share in national and international planning, to see that women's proper contributions are made 'in giving all the world a chance to envision something a little better than has been known before.'"

The meeting was organized by Charl O. Williams, Director of Field Service for the National Education Association, with the co-operation of Mrs. Franklin D. Roosevelt.

Though there were several male observers present from various government departments, only one man addressed the group. He was G. Howland Shaw, Assistant Secretary of State, who foresaw wider opportunities for women in jobs under the State Department in the next few months. When the women tried to pin him down, he refused to say specifically what they would be. At the present time, he reported, there are seven women foreign service officers and 12 women officers in the Auxiliary Service started during the war.

Mrs. Rohde Speaks

Following Mr. Shaw on the program, Mrs. Ruth Bryan Rohde, former United States Minister to Denmark, scoffed at his optimism, likening the State Department's acceptance of women to "our outlawry of war." "Both," she said, "are admirable ideas."

Mrs. Rohde described women as naturally fitted to aid in re-establishing the scattered families of Europe and getting food and clothing to them. "Women are always the housekeepers and when it's moving day, men usually go A. W. O. L.—fortunately, only temporarily," she said.

Mrs. Helen Rogers Reid, Vice-President of the New York Herald Tribune bemoaned as a "major tragedy" the failure of the United States to draft women during the war "into whatever service they could perform.

"Perhaps," she added, "the men who have opposed this will see the need of drafting them in increasing numbers for postwar policy-making."

Women's job today, she said, is to convince men that it is going to be a comfort to have them in business. "We will be giving men the assistance they need," she said. "They will not be easily persuaded of this, but that ought not to bother us."

Mrs. Reid took women to task for "never being ambitious enough to go to the top," but predicted that the idea of liberation has brought to the world "a great intellectual concept" that is "interrupting old thought patterns."

No New Organization

No new women's organization grew out of yesterday's meeting since it was pointed out that there is already a committee on the participation of women on postwar planning, headed by Dr. Emily Hickman, of New Brunswick, N. J.

A continuation committee, selected to see that the roster is completed and gets to its proper destination will have as members, in addition to Miss Williams, Dr. Minnie L. Maffett, President of the National Federation of Business and Professional Women's Clubs; Mrs. Lafell Dickinson, President of the General Federation of Women's Clubs; Dr. Kathryn McHale, General Director of the American Association of University Women; Miss Elisabeth Christman, Executive Secretary of the National Women's Trade Union League and Mrs. Charles W. Sewell, of the Associated Women of the American Farm Bureau.

Closing the session, Mrs. Roosevelt called the meeting "the first step in setting our house in order that we may be able to do the things that need to be done."

EXCERPT FROM AAUW (1634 Eye Street N W.
Washington 6, D. C.)1949 pamphlet on
"ASSIGNMENT IN HUMAN FREEDOM"

Projeft 10 - Unite for Strength

In the spring of 1944, the White House in Washington, D. C., was the scene of a conference which united two hundred women, representing many organizations, in a discussion of the question: "How Can Women Share in Policy-Making?"

The spade-work for the conference was done primarily by four groups——AAUW, the National Federation of Business and Professional Women, the General Federation of Women's Clubs, and the National Education Association. Other organizations were then invited to participate.

After a full day's consideration, the member organizations of the conference reduced the problem to a common denominator and arrived at a common ground in their their thinking. They drew up a statement, which telescoped the "sense of the meeting" into a few paragraphs, and to which all present subscribed. The "sense" was briefly this: in attacking the problem of more women in policy positions, the time had come for women's organizations to move on from their traditional pass-a-resolution approach to a practical program of action. The idea of compiling rosters of qualified women for public office was an outgrowth of the meeting.

From Washington, the conference plan spread out to the States, where local "White House Conferences" were organized by AAUW and other organizations to discuss ways of increasing the number of women in state and local government. Texas and Arkansas have held statewide conferences of this type, and Minneapolis and St. Paul sponsored a two-city conference. South Carolina has now made its "White House Conference" an annual event.

Such conferences could be held with profit to the status of women in every state and community across the land. And AAUW, and its Status of Women Committee, might well take the lead in promoting them.

However, a more timely name should not be used. A "Women's Second Century Conference" might be appropriate. The program could devote a short period to "Taking Stock"— reviewing the rights and responsibilities women have gained in the first century since Seneca Falls. Then the bulk of the time might be devoted to "Setting the Sights" — discussing how women can expand these rights in the second century, with particular emphasis on how they can win a larger share in policy-making positions in their country, their state, their county, and their community.

. . . .

Date: July 17, 1944

Notes Concerning Y. W. C. A. Regional Industrial Conference
Forest Beach Camp, New Buffalo, Mich.

Excerpts:

After the delegates had assembled at the Conference, it was found that a fairly large group of them are houshold employees. Two special discussion groups were organized for these workers. At the first session, the women reported concerning their wages, their hours of work etc. There seemed to be quite a range in wage rates but the minimum reported seemed to be about $10.00 a week. Some reported wages of $22.00 a week. The majority of the women live with the families for whom they work. It is believed that this group of household employees does not represent the average in wages and working conditions but is probably above the general aberage. A number of the women have been with the same employer for a long time. At least one has been on her present job ten years. A number receive paid vacations. In fact several of them were attending the Conference on vacation time.

Some of the workers said they wished to stay in household employment but others would like to change, even some of those whose conditions of work and wages are fairly good. There was some disagreement in the group as to whether a household employee should try to keep her relationships with the family on a "strictly business basis". Some thought that it is all right to work for low wages if the employer is kind and considerate and is willing to take care of a worker in time of illness. Others insisted that houshold employees should have unemployment compensation, health insurance, and other similar benefits under Law so that they can be somewhat independent.

The second session was devoted largely to a discussion of possible ways and means of keeping up standards for household employment in the post-war period. Dr. Ware reported on the Baltimore Household Workers Union. Some of the household employees in the Chicago area are now considering the possibilities of organizing some kind of an employment agency which would attempt to set standards as well as supply household workers. Several times the point was made that as yet there is no satisfactory way to rate various skills and abilities of different household workers. A number of the women among this group are very interested in knowing what might be done under State wage or hour laws or under Federal Social Security laws to benefit household workers. One woman reported that a Bill which would have limited the hours of domestic workers almost passed in Michigan at a recent session of the Legislature. Any recent information concerning household employment which has come to the Bureau would be of interest to this group.

Miss Miller:

Miss Stitt and Miss Mohn were out of the office on August 19 and 21 when this report was prepared, therefore they have not reviewed it. Miss Wolfe went over the material with me and made advance suggestions.

A.A.

Files

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller DATE: August 21, 1944

FROM : Alice Angus

SUBJECT: Report of State Labor Officials Conference at U. S. Department of Labor August 16 - 17, 1944.

I. Delegates present: Miss Flaisch, New Jersey; Miss Papert, New York; Mr. Shuford, North Carolina; Mr. Connolly and Mrs. Ackroyd, Rhode Island; Mr. Gamble, South Carolina; U. S. Department of Labor representatives, including staff members of Division of Labor Standards, Women's Bureau, Children's Bureau, Wage and Hour Division, Bureau of Labor Statistics, Solicitor's Office. Mrs. Beyer presided, Miss Miller advising.

II. Purpose: With special reference to State labor legislation for women, (1) to determine need for additional State legislation to meet reconversion and postwar employment problems; (2) to evaluate existing State legislation from the standpoint of possible adoption of Equal Rights Amendment; (3) to discuss methods of stimulating State legislative action.

III. Economic Background: Mr. Stewart and Mr. Meyers, B.L.S. staff members, briefly analyzed economic developments during the war period to show their possible effect on employment of women during the reconversion and postwar periods. Mr. Stewart made the following points: (1) unemployment, 4 million new jobs will be necessary within 6 months after end of European war, 5 million in postwar period; (2) possible job openings, desirability of expansion in domestic service, construction, trade and service, self-employment, and -- most important -- manufacturing for civilian use; (3) wartime trends with a significant bearing on postwar employment: (a) wartime occupational changes show a decrease of 25 percent in domestic service, only a slight decrease in sales and kindred work, and an increase in commercial service occupations; (b) population shifts occurred from rural to urban areas, from less to more industralized states, and especially (3½ million) from Central to periphery states; (c) woman labor force increased by 3 million between April 1940 and April 1944, nearly all of the abnormal increase being in the groups under 25 years and over 35; (d) location of industries suitable for conversion show best prospects in Northeastern States; less favorable prospects in California, Tennessee Valley, and Gulf; and least favorable prospects in Central West and South East.

Mr. Meyers, Wage Analysis Division, B.L.S., analyzed the influence of the war on the country's wage structure: (1) Nature of wage increases, (a) in manufacturing, the increase of 71 percent as of April 1944, was chiefly due to longer hours and overtime earnings, and only slightly due to increases in basic rates; (b) in non-manufacturing, the increase of 25 percent was due to wage rate changes, not to longer hours and overtime. (2) Changes in Wage Structure,

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FROM: Alice Angus

SUBJECT: Report of State Labor Officials Conference at U. S. Department of Labor August 16 - 17, 1944.

showed (a) a great decrease in number of workers getting as low as 40 cents an hour. In non-war industries, proportion dropped from over 25 percent in 1941 to less than 2 percent in 1943; (b) a closing-up of the North-South differential, reflecting various trends including WBL wage stabilization (sub-standard) policies. BLS now has in progress studies of wage rates in stabilization period April 1943 to April 1944; (3) Implications for postwar period are (a) manufacturing industries, shorter hours will result in approximately 20 percent decrease in hourly earnings and 1/3 decrease in weekly earnings with no change in rates. Women workers will be affected more than men because lack union protection and will shift types of work, especially into unskilled trades; (b) non-manufacturing industries, there will be pressure to reduce wage rates unless aided by union organization and legal safeguards.

IV. Summary of Discussion: State

Wage and hour laws: State delegates felt that the draft State Wage and Hour bill applicable to men and women alike should be revised to provide for an advisory board with power to grant variations, similar to the seasonal industry provision of the FLSA. It was suggested that such power should be confined to industry-wide variations, not to exceptions for individual establishments. It was pointed out that the exceptions would necessarily relate to payment of overtime rates, since the bill does not set maximum hours of work. The basis for overtime pay was discussed, from the standpoint of whether the State bill should conform to FLSA standards on overtime. State delegates felt that overtime in a State bill should probably begin after a work week of 45 or 48 hours rather than 40 hours, and that it should be based on the minimum rate rather than on the employee's regular rate, as in FLSA.

Minimum Wage laws: Methods were discussed of amending existing minimum wage laws for women to extend coverage to men. It was pointed out that the method used in New York obviated the necessity of a preliminary survey of men's wages, but at the same time resulted in extension of coverage to men not merely of the minimum wage rate set by the wage order but of all other provisions. There was some discussion of a flat rate type law with no provision for raising the rate by wage board action but the consensus was against such a law.

Equal pay laws: Inherent difficulties of enforcement of equal pay laws for manufacturing industries were discussed, especially the difficulty of determining comparability of work. It was pointed out that there is great need for such laws in service industries.

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Safety Codes: The difficulties in administration arising from writing ASA standards into State laws were pointed out. It was suggested that ASA put a labor administrator on their code-making board to help formulate administrable codes.

Statutes of Limitation: State Commissioners were advised to be on the lookout against bills that discriminate against wage claims by setting a shorter period for expiration of such claims than other types.

Discussion of the following topics took place the second day when I was not present at the meeting.

Weight Lifting: It was suggested that instead of regulating lifting by law, State Commissioners could cover the subject more effectively through safety regulations. State laws vary widely as to the amount of weight that women are permitted to lift. Furthermore, many added factors besides lifting must be considered from the standpoint of safety, for example, whether the load has to be carried any distance, especially in ascending stairs. Factors of this kind could better be taken into account in safety codes. Much also could be accomplished by training in proper methods oflifting. On the other hand, experience in some states during the war has shown that the mere existence of a law limiting weight-lifting for women has been of real value in safeguarding women's health. Delegates to the conference felt that weight-lifting laws should be the subject of further study.

Prohibited occupations: Laws prohibiting women's work in mines and quarries were the principal subjects of discussion. It was agreed that this was not an important field of activity for women. Opinion was divided as to whether such laws should be repealed because they served no useful purpose or should be maintained because they did no harm. There was some general discussion of other types of laws prohibiting women's employment. Prohibition of taxicab driving and meter-reading were mentioned. The consensus was that laws where the fundamental purpose is to protect women's morals are unnecessary and should not be supported. Several of the delegates suggested that a list should be prepared of such "silly laws" so the delegates would have more information about them.

Industrial homework: Delegates from states with homework laws reported a great increase in industrial homework. Part of the increased activity in this field was due to the Army's policy of encouraging homework for soldiers' wives. Delegates from states with no homework regulation stated that homework was not yet a problem. It was suggested that enactment of legislation would help to check homework before it becomes important.

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From: Alice Angus

Child labor: Representatives of the Children's Bureau reported that the Bureau will seek Federal legislation to give children under 18 years an educational allotment in lieu of unemployment compensation. This would facilitate their withdrawal from the labor force and return to school. State delegates said they felt no further relaxations of child labor laws would be advocated.

V. Restatement: The consensus of the conference was to work for continued support of labor laws for women now on the statute books except in the case of so-called "silly laws", i.e., those designed to protect morals. A list of such laws was to be prepared and sent to delegates present at the conference.

The decision was reached to ask the Solicitor's Office to prepare several drafts of minimum wage laws both of the wage-board type and the wage and hours type. It was felt to be unwise to set absolute limits on hours of men. In States with existing M.w. laws, the N.Y. method of extending coverage to men was recommended.

The desirability of holding regional conferences similar to the present one was also discussed. Another idea was that delegates to the present conference should be called on to act as a continuing committee.

The Division of Labor Standards undertook to prepare a summary report covering the following subjects discussed at the conference: (1) discriminatory laws for women; (2) statutes of limitation; (3) different types of wage laws; (4) industrial homework; (5) child labor.

VI. Suggestions concerning Possible Future Women's Bureau Activities in line with the Discussion at the Conference:

Minimum Wage: The introductory statements by BLS staff members show that the chief need for establishment of adequate legal minimum wage rates in the reconversion and postwar periods will be in the service industries. In States with existing minimum wage laws, the Women's Bureau should encourage and assist State administrators and other groups in providing for adequate minimum wage rates for all service industries. In some States, this will mean revision of existing orders; in others, it will necessitate a step-up in the pace with which they have customarily made use of their wage-fixing machinery. Since collection of wage data preliminary to appointment of wage boards is a lengthy and expensive process, the Women's Bureau should explore the usefulness of existing BLS occupational wage rate data as a possible substitute for special State-conducted wage surveys.

The Women's Bureau should encourage States to extend coverage of existing laws to men wherever possible. As a means to this end, it might be useful to prepare material showing the basic differences in Connecticut type of amendment and the New York type, from the standpoint of the difficulties involved in establishment of the wage rate, possibility of a sex differential, effectiveness of enforcement, and other relevant details.

The decision as to whether a minimum wage law for men and women or a State wage and hour bill type law should be advocated for adoption in a particular State should rest with the group sponsoring the law in the State. Both types of laws have their own special advantages, such as the fact that minimum wage laws permit experimentation in establishment of wage rates by the week, while the wage and hour bill results in immediate application of an over-all rate subject to later improvement through use of the wage-fixing machinery.

Equal pay: BLS data shows discrimination against women in wage rates in the service industries as well as the manufacturing industries. Equal pay laws are difficult to enforce for manufacturing occupations because of the intricacy of job processes and the necessity of determining whether the work is comparable. To a large extent, these difficulties do not exist in the service occupations. We might advocate equal pay laws for service and trade industries, therefore.

Hour laws: An absolute limitation on hours of work for women probably should continue to be advocated, notwithstanding its vulnerability to attack from Equal Rights supporters. Only 24 of the 44 States with such laws have standards that are acceptable. We should urge amendment of the other laws.

Weight-lifting: The Women's Bureau can do a great deal of educational work on this subject, especially through union contacts. Women should be taught correct methods of lifting, to supplement present inadequate legal regulation.

CONFERENCE ON STATE LEGISLATION

August 16, 17, 1944
Washington

A G E N D A

I. Introduction and Background

Favorable progress of the war, 44 legislatures meeting next year, equal rights amendment situation make review of existing legislation necessary. Need advice of administrators close to the picture.

War production accompanied by great shifts in working population both geographically and industrially; increase in wages, longer hours, greater employment of women.

Post-war will bring reconversion problems, shifts in employment. Are State labor laws adequate to meet needs or should they be revised?

To start us off, we have asked Bureau of Labor Statistics to bring us a brief round-up of what has happened during the war and the employment outlook during the reconversion and post-war periods.

Mr. Charles Stewart - Occupational Outlook Section
Mrs. Robert Myers - Wages

The other inducement to present planning is the progress of the equal rights amendment. To refresh our memories on the labor laws it would affect, we have asked Miss Miller (if present) discuss it.

II. Is present State wage regulation adequate for the post-war period?

a. Should we regulate wages by minimum wage laws for women and minors?

Brief Statement - 26 States now have, types

Are the present minima too low in the light of present day wages? Should they be reviewed with view to raising?

Should we advocate wage board procedure or fixed minima?

Should we include men, as N. Y. has done?

In States now having minimum wage laws?
In States without such laws?

b. Should we have equal pay laws?

Brief Statement - ? States have, types

Discuss experience

c. Should we have State wage and hours laws for men and women?

Brief Statement - ? States have, types

Should they be sought in States having no minimum wage laws for women instead of such minimum wage laws?

Should they also be sought in States having minimum wage laws for women?

Discuss Draft

What wage minima? (p. 5. Draft)
What hours maximum? (p. 4)
Industry wage boards?
Other policy questions?

d. Statute of Limitations

Brief Statement - 6 States have, types

Discussion by McComb, CMB of experience

Federal legislation

Should we oppose?

e. Wage Payment and Wage Collection Laws

Brief Statement - ? States have, types, administrative problems?

III. Is present State hours regulation adequate for the post-war period?

Brief Statement - 44 States before the war regulated hours, 16 States prohibited night work.

a. How to get back from wartime variations to normal conditions?

What have States done since March conference? Reviewed variations? Reduced number?

b. Hours for women

Desirable maximum?

Nightwork?

Seek return of prohibition as war ends?

Seek protection in overtime provisions of State wage-hour laws and subsequently seek repeal of prohibitory laws?

c. Should men be included in hours regulation?

Statutory maximum?

Regulate in overtime provisions of State wage-hour laws?

IV. What, if anything, should be done about special labor laws for women, other than wage and hours laws?

a. These laws are legally based on the police power of the State to protect the health and morals of women. Is it strategic today to continue to seek laws protecting the morals of women in their industrial work relationships?

b. Weight-lifting laws and regulations

Six States specifically regulate weight-lifting but behind other laws are weight-lifting hazards as in quarries, core-rooms, bell-hops, waitresses, truck drivers.

Medical testimony leans toward regulating weights to be lifted on capacity of individual. That is administratively difficult.

Could we urge extension of rule-making authority and regulation of this hazard by code?

Opponents of special laws accept need for maternity leave regulation. Could we force acceptance of differentials for women in weight-lifting based on hazard to reproductive function?

c. Mining

Seventeen States prohibit underground manual labor by women, some laws a little broader in coverage.

Such work is probably a hazard to women. In normal labor markets, operators don't hire women, there is union discrimination and superstition against their employment.

Could we depend upon custom and equal pay laws to keep women out of such employment?

d. Quarries

Two States prohibit.

Hazards are weight-lifting and dust. Dust is controllable and should be controlled for both men and women by law or code.

Should we seek extension of rule-making and adoption of dust codes?

e. Core-room regulations

Seven States regulate either weight-lifting or temperature. Heat is controllable and should be controlled for both sexes.

Should we seek extension of rule-making and adoption of foundry codes covering safe working conditions?

f. Moving Abrasives

Two States prohibit certain kind of work on moving abrasives. Grinding can and should be made safe for both sexes either by ventilation or wet grinding.

Should we seek extension of rule-making and extension of dust codes?

g. Cleaning Moving Machinery

Three States prohibit women from cleaning moving machinery. As it is unsafe for both sexes and can be safeguarded, should we seek extension of rule-making and extensions of codes? Also safety education?

h. Chemical Hazards

Two States prohibit women from working with nitro and amido compounds and with lead. While special medical testimony might be sought to determine whether women are more susceptible than men, both sexes can and should be safeguarded.

Should we seek extension of rule-making and of codes? Also safety education?

i. Miscellaneous health hazards

Two States in particular have a miscellaneous list of prohibitions, including such occupations as welders, crane operators, section hands and other jobs on railroads, freight elevator operators, etc. These occupations have been safely performed during the war, can be made safe and should be for both sexes.

j. Moral hazards

A few States prohibit women from working as barmaids, bell-hops (there is a weight-lifting hazard here), taxi drivers, entertainers where liquor is served, etc. If we agree that we should no longer seek legal protection for the morals of women, these need no longer be supported.

k. Seating and Sanitation

All but one State requires some sort of seating for women.

Seats for men seem as desirable, can be and are provided. Long standing for women may affect the child-bearing function and might be sustained on that ground. Presumably there is no objection to clean, adequate and separate toilets.

V. Is present State regulation or prohibition of Industrial homework adequate for the post-war period?

Brief Statement - 20 States have such laws. Wartime extension.

a. Should we extend regulatory laws?

b. Should we extend prohibitory laws?

c. Discussion of any administrative problems? Federal-State cooperation?

VI. Other labor legislation needed in the post-war period?

VII. Should this Committee continue - make any special studies - meet again before 1944 Legislatures convene? Report suggestions to other States? Organize work in their States for such legislation as is recommended?

For St Louis

Miss Miller
Rm 1307

U. S. DEPARTMENT OF LABOR
Division of Labor Standards

SUMMARY OF CONFERENCE ON STATE LEGISLATION
August 16-17, 1944
Washington

On August 16-17, 1944, a small group of nearby State labor officials were invited to confer with the U. S. Department of Labor on the adequacy of existing State labor laws to meet reconversion and post-war problems and on the need for further legislation. (List of those attending attached)

The Bureau of Labor Statistics reviewed wartime shifts in employment and wages and the post-war outlook. (Summaries on these discussions attached)

Future State Regulation of Wages and Hours

It was recommended that the U. S. Department of Labor prepare suggested drafts for clearance with State labor departments on different approaches to this subject, to serve as a basis of discussion in States considering legislation.

Equal Rights Amendment

The present legislative situation on the amendment makes it inadvisable, in our opinion, to prepare the statement on it which was discussed.

Safety and Health

The Division of Labor Standards will discuss with the American Standards Association the desirability of securing labor law administrators on their code committees to assist in making such codes more administrable.

Industrial Home Work

Excerpts from the New York Court of Appeals decision on the power of the Fair Labor Standards Administrator to prohibit home work will be sent to the group. The Division of Labor Standards will discuss with the Veterans' Administration the prevention of exploitation among disabled veterans through future pressures to allow them to engage in industrial home work.

Child Labor

The Children's Bureau discussed the desirability of States prohibiting employment of young persons under 16 years of age during school hours in any occupation or at any time in manufacturing, and taking effect at the end of the war.

The Bureau also asked advice on an administrative arrangement to pay accumulated unemployment benefits to young persons who return to school after working in the war period.

Regional Conferences on State Legislation

After discussion, it was decided to try to hold several regional conferences similar to the present one. The first will be held in St. Louis on October 2 and 3.

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Those attending the Washington Conference:

Clara M. Beyer and Frieda Miller, presiding

Mr. Connally, Rhode Island
Mrs. Ackroyd, " "
Mrs. Fleisch, New Jersey
Mr. Gamble, South Carolina
Mr. Shuford, North Carolina
Miss Papert, New York
Miss Buchanan, DLS
Miss Scandrett, DLS
Miss Angus, WB
Miss Wolfe, WB
Mr. Myers, BLS
Mr. Stewart, BLS
Mrs. Manning, CB
Miss McConnell, CB
Miss Drakow, Solicitor's Office
Mr. Lichtenstein, " "
Mr. Seitz, " "
Mr. Tyson, " "
Mr. Gronewald, W-H and PC
Miss Ferguson, " " "
Mr. McComb, " " "
Mr. Selden, " " "

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U. S. DEPARTMENT OF LABOR

Division of Labor Standards

Summary of Remarks on

WARTIME EMPLOYMENT CHANGES - THE OUTLOOK

by

Charles D. Stewart, Chief
Occupational Outlook Division, Bureau of Labor Statistics

August 16, 1944

Reconversion Employment Outlook

Peak munitions employment, November 1943	10,400,000
Reduction since November (about 100,000 a month)	950,000
Reduction after V-E Day (with some reconversion)	3-4,000,000
Reduction in wartime Government employment	3,500,000
Unemployment 6 months after V-E Day (National total)	4,000,000

Continuing war expenditures and pent-up consumer demand may prevent serious Nation-wide unemployment. This demand would probably fill the gap left by a 30% cutback in war goods, but perhaps not by a 50% cut. In the latter case, the situation would depend on how both employed and unemployed spend reduced income and war savings.

Reconversion delays and bottlenecks arising out of continuing priority for war production will make it almost impossible in any case to achieve full use of released manpower. Unemployment will be severe in areas where curtailment is concentrated and conversion possibilities are unfavorable.

Post-war Employment Outlook 1/

Labor Force

	Total	Employed	Armed Forces	Unemployed
April 1940	54,000,000	45,500,000	500,000	8,000,000
April 1944	63,000,000	51,000,000	11,000,000	1,000,000
Estimate 1947	60,000,000	49-52,000,000	2,500,000	5½-8½,000,000

1/ Outlook prepared by various organizations, not Bureau of Labor Statistics.

Occupational changes

If we look at the changes in employment by broad occupational groups (rather than by industry groups) we can note the following significant shifts between April 1940 and April 1944.

(a) The number of craftsmen, foremen and operatives increased from about 13½ to 19 million, with substantially more men employed and double the number of women.

(b) Similarly the total number of clerical and kindred workers (excluding sales clerks) increased from 4½ to 6½ million, with the whole increase of 2 million accounted for by women.

(c) Only a slight decline (300,000) occurred in the sales and kindred worker group, but in this case the number of men was almost cut in half and the number of women almost doubled.

(d) Domestic service workers decreased by almost 25 percent, as a result of wartime opportunities for women ordinarily engaged in this low-paid field to find other work.

(e) Contrary perhaps to common impressions, the number of persons engaged in other commercial service occupations increased, the gains in the number of women offsetting the relatively small losses among men.

(f) The number of women engaged in farming increased but there was a substantial decline in agriculture during the war, the total declining by 1½ to 2 million.

(g) Outside of agriculture, the number of proprietors, managers, and officials actually rose, both for men and women, although there is evidence of declines in the number of small businesses.

(h) The number of professional and semi-professional workers in the civilian population declined (although not the number of women) but this is readily explained by withdrawals of professional people into the armed services and the difficulty of increasing the supply in the short run.

Population changes

The relative wage differentials, among other factors, induced large shifts in population from rural to urban areas, from the less to the more

industrialized States, to new centers of industrial or military activity. According to Census Bureau estimates, now being released, the net civilian migration of about 3½ million persons represents a flow from the central to the periphery States, including the coastal States, the Great Lakes States and others in the highly developed old industrial areas, and the Gulf States. New York, Pennsylvania, Wisconsin and New Hampshire were exceptions to this general movement, although the net civilian migration in these instances was relatively small percentage-wise.

Women and Youth

During the four years from April 1940 to April 1944 the labor force increased by about 6.7 million over and above the increase that would be anticipated on the basis of population growth and labor market participation trends. About 3 million is accounted for by women, and about 1.7 million by boys 19 years of age or younger. As to age distribution, two-fifths of the abnormal increment (or about 2.8 million) is accounted for by youngsters 14 through 19 years of age who would normally be in school. Youth of college age (20 through 24) including wives of servicemen, provided almost 1 million of the total. Because of the normal high rate of labor market participation amongst males 25 through 44, only small abnormal increments are shown for these groups; and the number of women 25 through 34 is little greater than normal. On the other hand there are in the labor force almost 1½ million workers between the ages 35 and 64 and about 800,000 men 55 years of age and over who would not normally be in the labor force.

Wartime concentration of production and facilities

Wartime changes in production and location of new plant facilities constitute significant post-war facts for the various States.

(a) The more industrialized States before the war have benefited generally from concentration of war orders and new facilities. A high proportion of the more convertible plants are in these States in the Northeastern section of the country.

(b) Industrial development was intensified in the three new (pre-war) manufacturing areas - California, the Tennessee Valley and the Gulf States - with less favorable prospects for reconversion or post-war markets.

(c) Wartime manufacturing activities in the Central West and Southeast tended to be highly specialized war products, such as aircraft or explosives, with poor post-war prospects.

U. S. DEPARTMENT OF LABOR
DIVISION OF LABOR STANDARDS
WASHINGTON

WOMEN'S BUREAU
AUG 1 1944
DEPARTMENT OF LABOR

August 12, 1944

Memo: to Miss Miller
From: L.J.Buchanan
Re: Attached suggested agenda for Aug. 16-17 Conference

Mrs. Beyer has approved this. Usually she feels that these agenda should not be given to the group but be held for your and her guidance. I'm going over with Alice Angus today. We here thought we might arrange a joint publications display covering pertinent printed data.

We also thought we might give the group copies of the wage-hour and industrial homework drafts, both regulatory and prohibitory, copies of your data and that of the Children's Bureau. Your data as we know of it consists so far of the State-by-state special laws for women, the economic data Miss Angus is having prepared and possibly the pamphlet Labor Laws for Women, Dec. 1940.

If this seems wrong in any respect or if you have other thoughts, wont you let us know?

Miss Miller
Rm 1307

Notes on Meeting of

COMMITTEE TO CONSIDER POSSIBLE EQUALIZATION OF SPECIAL AND PROHIBITORY LABOR LAWS FOR WOMEN

WOMEN'S BUREAU
AUG 9 1944
DEPARTMENT OF LABOR

August 3, 1944

Present: Miss Alice Angus
Miss Lucille Buchanan
R. J. Kennedy
Bruce Greene
Mrs. Virginia Weston

After considerable discussion the committee expressed general agreement with the following. Prohibitory and special laws for women are based primarily on the effect of such employment on women's health or morals. There was general agreement that we could no longer sustain support of laws on the morals basis. So far as morals furnished the basis of prohibitions we felt that laws could either be repealed or not supported which forbade women from serving as barmaids, furnishing music or dancing in retail liquor stores, taxi drivers, employment in bowling alleys, pool rooms, shoe-shining parlors, bell-hops and meter-readers.

There may be some health hazards in weight-lifing requirements of bell-hops and others, but we have attempted to deal with that problem another way. We have further felt that we did not need to consider prohibitions for minors or females under 21, on the ground that so far as we know there is no opposition to regulating working conditions for minors.

We did not feel that night work prohibitions could be sustained on morals grounds. We preferred to depend upon State wage and hour laws with their 8-hour day and time and a half for overtime to discourage long hours. The pattern of industrial life in peacetime, except in continuous processes, is for daytime operations.

It is possible that women with families who work at night injure their health. Very often women with families who work in the daytime in offices work at home at night and also injure their health. We felt this situation was not susceptible of legal control any longer. We did not recommend the repeal of night work laws at this time but rather their supplementation by State wage-hour laws.

Maternity Leave

The Woman's Party has apparently accepted maternity leave legislation and regulation. They say that this is not a sex discrimination; that not all women are mothers and that when they are they become a special class, like veterans and so forth, for whom legislation may be enacted.

In view of the fact that only six States have maternity leave legislation, and because standards have been much more widely accepted during the war period, we suggest pushing maternity leave legislation at this time. It is probably true that in peacetime far

fewer women will work during pregnancy, except in periods of labor shortage or deep depression. The refusal of women to admit pregnancy until an advanced stage is reached for fear of losing their jobs might offer a good reason for formalising regulations and gaining general acceptance by industry.

Mining

Seventeen States forbid women to work in mines. These laws differ somewhat but the general intent is to prevent manual labor underground. A recent War Labor Board case involved women working at the tipple in West Virginia mines; although they apparently operated very efficiently, the union objection to them was so great that their employment was discontinued. The chances that women will do manual labor underground in mines are relatively slight owing to union discrimination and superstition about them as omens of bad luck.

We conceded that the heavy manual labor of women underground was probably undesirable from the viewpoint of women's health. If we wanted to determine this as practically as possible, it was suggested that we call in the Bureau of Mines and the State labor departments who regulate conditions in mines. There have never been many women to experiment with as to the effect on their health. The general feeling was that owing to the disinclination to hire women in mines equal pay statutes would further serve to prevent any increase in this employment.

Quarries

The hazards here are from dust and weight-lifting primarily. Dust is entirely controllable and should be so controlled for both men and women. The question is to require the necessary measures to be taken. (For weight-lifting hazards, see below)

Weight-Lifting

Some few States regulate weights which women may carry. These regulations vary from 10 pounds over an area carried continually up to 75 pounds. The weight-lifting bulletin of the Division of Labor Standards provides 25 pounds for women and 50 pounds for men. After some discussion we suggest that the basis for weight-lifting regulation is the effect upon the child-bearing functions of the women. If the Woman's Party no longer opposes maternity leaves, which are obviously based on the same fundamental fact, we thought they might be forced to accept specific weight-lifting regulations on the same grounds. Miss Jenny Mohr of the Women's Bureau has a good deal of medical testimony from ILO studies and elsewhere on the relative differences between men and women and their reaction to weight-lifting. Miss Angus will ask Miss Mohr to prepare a statement from this material for consideration by the State committee.

We will try to have some of it available for a previous meeting of the Steering Committee. If it is inadequate, it was suggested that we might have a medical study made. There were, of course, medical directors on the committee which helped to develop the Division's publication on weight-lifting. After discussion we did not feel that weight-lifting regulations could be based on the weight of the person, regardless of sex. A 125-pound man, for example, might be able to lift more without detriment than a 125-pound woman. We could not, therefore, honestly recommend basing regulations on the weight of individuals.

Core Room Regulations

Five States regulate the employment of women in core rooms. It is primarily a weight-lifting problem and should be considered in connection with the section above. Three States forbid women to handle cores having a temperature of more than 110° F. Temperature can be mechanically controlled so that it need not be the subject of a special law for women.

Moving Abrasives

Some States forbid women to work on moving abrasives - grinding, buffing, etc. It is perfectly possible to ventilate these operations now, or to do wet grinding so that hazards to both sexes may be overcome, and should be.

Cleaning Moving Machinery

This is bad practice for anybody. It was suggested that an even better method of controlling this hazard might be through penalty compensation under the State workmen's compensation laws and ultimately through retroactive experience rating. Perhaps this method could be added to the traditional one of inspection and enforcement. Central lubrication is more efficient in any case.

In view of the varied nature of these hazards, discussion brought out the possibility of the Labor Department providing minimum codes for various States. When we talk so much about safety and health it is odd that we haven't had a minimum set of codes for State labor departments. This is another angle which might be considered in the general subject of extending code-making power and reviewing State codes for their adequacy.

Chemical hazards

A couple of States forbid women to work with nitro and amido compounds, and with lead. It was suggested that we should get medical testimony on the effects of these chemicals on women workers. Their effect upon women's respiratory tracts and their aggravation of tuberculosis might also be considered.

Certain other operations have been performed by women during the war, such as welding, crane operations, section hand and other work on railroads, and so forth. It was felt that such work can be done safely and the emphasis should be on safeguarding the process, regardless of the sex of the worker.

Attached are detailed breakdowns of prohibitory laws or regulations for women by States.

Seats and Separate Sanitary Facilities

All but one State requires some sort of seating for women. Seating for men seems as desirable, to prevent fatigue. It is extensively done in some places and could be worked toward. In any case, excessive standing for women has an effect upon the child-bearing function, which the Woman's Party has previously been willing to safeguard. Perhaps they would continue to do so in this respect. We assume that they would be willing to continue to have separate toilet facilities.

PROHIBITORY LAWS INVOLVING WOMEN WORKERS

Alabama -- Labor in or about a coal mine.

Arizona -- Work in or about any mine, quarry, or coal breaker.

Arkansas -- Women not to be permitted to enter any mine to work therein.

California -- May not mix alcoholic beverages containing distilled spirits on premises used for the sale of alcoholic beverages, unless she is the licensee or wife of any such licensee.

Persons under 21 may not be employed on portion of premises used for sale and service of alcoholic beverages for consumption on premises.

Colorado -- Employment in or about a coal mine or coke oven except in a clerical capacity.

Connecticut -- Employment in any tavern, unless employee is the wife or daughter of proprietor.

Delaware -- Employment of person under 21 in room where intoxicating liquors are sold or dispensed, unless the establishment sells for medical or scientific purposes.

Florida -- Employment of person under 21 in pool room, billiard room, or place where intoxicating liquors are manufactured or sold. Exempts professional entertainers; drug or grocery stores licensed to sell beer and wine for consumption on premises; hotel workers if work is apart from place where alcoholic beverages are sold.

Illinois -- No manual labor in or about any mine.

Municipal authorities empowered to prohibit by ordinance employment of women (other than a licensee or wife of licensee) as dispensers in retail liquor establishments.

Indiana -- Employment within any coal mine.
Employment of person under 21 in any public pool room or billiard room.

Kentucky -- Employment by any retail liquor licensee for any duties other than as waitress, cashier, or usher.

Louisiana -- Employment in any concert hall or saloon where spirituous liquors are sold in the dispensing or distributing of such liquors.

May not be required to clean machinery while it is in motion.

Maryland -- Employment, other than office work, in connection with any mine.

Employment of persons under 21 in or in connection with any place where intoxicating liquors are sold.

Massachusetts -- Employment of persons under 21 in, about, or in connection with any saloon or bar room where alcoholic liquors are sold.

Michigan -- Employment in any retail liquor establishment as bar keeper, or to serve liquor, to furnish music, or for dancing.

Minnesota -- No woman may oil or clean moving machinery.

Missouri -- Employment within any mine.

No woman shall be required to clean any part of the mill, gearing or machinery while it is in motion.

No woman may be required to work between the fixed and traversing parts, or the traversing parts, of any machine in motion by a mechanical power other than its own.

New Jersey -- Employment in the manufacture of nitro and amido compounds. Exemptions: office, works hospital, or welfare room or building.

Handling any dry substance or dry compound containing lead in any form in excess of 2 percent.

New Mexico -- Employment of women under 21 as messengers for a telegraph, telephone, or messenger company. Exemption permit may be granted during war emergency.

New York -- Employment in or in connection with a mine or quarry.

Employment in operation or use of various abrasive polishing or buffing wheels on baser metals or iridium, except for wet grinding by women over 21, under official regulations.

Employment of females under 21 as conductors or guards on any type of railroad.

Employment of females under 21 as messenger for telegraph or messenger company.

May not be employed or directed to clean machinery while it is in motion.

Ohio -- Employment as bell hop, crossing watchman, express driver, meter reader (gas or electric), molder, or section hand.

Employment in the following occupations or places is also prohibited: 1/

Baggage handling.
Bar room and saloons or public drinking places which cater to male customers only and in which substitutes for intoxicating liquors are sold.
Blast furnaces; mines; quarries, or smelters. (Except in offices)
Bowling alleys.
Delivery service.

Freight handling.
Operating freight or baggage elevators.
Pool rooms.
Shoe shining parlors.

Operation or use of wheels or belts of emery or other specified material.

Employment of girls under 21 in the personal delivery of messages.

1/ The prohibition of taxicab driving was declared unconstitutional by a county court in Ohio in 1928. (Jitney driving likewise is omitted from the above list.)

NOTE: Act passed in 1943 effective during the war emergency limits the occupations in which women may not work during the emergency to the following:

Bar rooms and saloons or public drinking places which cater to male customers only.
Bell hop.
Metal molder.
Mines; quarries. (Except in offices)
Pool rooms.

Laws relating to two other occupations in Ohio (see two last entries in list above) are still in operation.

Oklahoma -- Employment underground in the operation of a mine, or in any quarry. Office work exempted if on top of the ground.

Pennsylvania -- Reading or testing meters (water, gas, electric).
As messenger for railroads in calling train crews.
As crane operators.
At welding operation.
On railroad tracks and at trucking.
Maintaining fires in hand fired boiler furnaces.
Handling any dry substance or dry compounds containing lead in excess of 2 percent.

During present war emergency dispensations may be granted by department of labor for any of the above.

Employment in or about any mine.
Taking down of blue beds after the process of lead corroding.
Process of manufacturing nitroglycerine in explosive plants.

Manufacture of nitro and amido compounds. (Except in office, hospital, laboratory or welfare room or building.)

South Carolina -- Employment of person under 21 in a retail, wholesale, or manufacturing liquor business.

Utah -- Employment in any mine or smelter.

During present war emergency women may be employed in other than underground work in mines and in smelters.

Virginia -- Employment in or around any mine or quarry.

Washington -- Employment in or about any mine. (Except clerical or messenger duty about the surface workings.)

Employment as bell hops.

Wisconsin -- Employment in place established by court order as a disorderly house or employment for any person convicted as keeper of a disorderly house.

Wyoming -- Employment in or about any coal or iron mine or in any other dangerous place. (Exempts office or clerical work.)

State Regulations Governing Weight-Lifting by
Women Workers
June, 1944

California.--

1. Receptacles weighing with their contents 50 pounds or more must be equipped with pulleys, casters, or other contrivances so they may be moved easily. (Any establishment employing women.)
2. Prohibits carrying any receptacle weighing with its contents 10 pounds or over up or down any stairways that rise more than 5 feet from the base. (Any occupation, trade, or industry.)
3. Specifies 25 pounds as maximum weight to be lifted or carried. (Any occupation, trade, or industry.)

Exceptions permitted during war period upon investigation.

Massachusetts.-- Receptacles weighing with their contents 75 pounds or more must be equipped with contrivances enabling them to be moved without lifting. (Manufacturing and mechanical.)

Plate and core box or boxes may not be lifted if weight is over 25 pounds unless assisted by mechanical appliances. (Core rooms.)

Exceptions permitted during war period upon investigation.

Michigan.-- Prohibits lifting of more than 35 pounds or carrying of more than 20 pounds when ascending stairs. (Any occupation.)

Minnesota.-- Not more than 25 pounds combined weight of cores, core box, and plate may be handled. (Core rooms.)

New York.-- Not more than 25 pounds combined weight of cores, core box, and plate may be handled. (Core rooms.)

Exceptions permitted upon investigation.

Ohio.-- Prohibits employment requiring frequent or repeated lifting of weights in excess of 25 pounds; 35 pounds permitted during the war period. (Any occupation.)

Oregon.-- Limits to 25 pounds weight to be lifted and to 15 pounds any article or receptacle carried for more than 10 feet. (Any occupation, trade, or industry.)

Exceptions permitted upon investigation.

Utah.-- Prohibits the lifting of burdens in excess of 30 pounds and carrying more than 15 pounds. (Any establishment.)

Washington.-- Prohibits lifting or carrying an excessive burden. (Canning, manufacturing, and mercantile.)

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		
	Robinson.		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

✓ Angus

Here is my collection from the legislative
Since you commented most of the work I did with you would prepare a report for me as it (over)

hing - with suggestions & questions
That I can send to you for transmission.
Please let me & Miss Stull &
get their views from their
lodge & their teacher.
Miss Harper will arrange
date & time

6

December 1, 1940

U. S. Department of Labor
DIVISION OF LABOR STANDARDS
Washington

SUGGESTED LANGUAGE FOR A STATE BILL TO REGULATE INDUSTRIAL HOME WORK

Sec. 1. Findings of fact and declaration of policy.

(a) The legislature has long recognized through laws regulating the employment of men, women and children that working conditions detrimental to health and welfare result in injury not only to the workers immediately affected but to the public interest as a whole. Now the legislature finds that industrial home work runs counter to and tends to defeat the purpose of these laws because it is performed at excessively low wages for long and irregular hours, under insanitary and otherwise unhealthful working conditions, in constant competition with factory production and free from effective regulation; that these factors result in (1) serious danger to the health, efficiency and general well-being of home workers, (2) in the breakdown of standards of employment for factory workers in this State, (3) rendering more difficult the enforcement of laws governing the standards of employment for such factory workers, (4) unfair competition between employers in factory production and employers utilizing industrial home work, and (5) detriment to the consumer and the public welfare.

(b) It is hereby declared to be the policy of this act, through the exercise by the legislature of the police power, eventually to abolish industrial home work, and, during a period of adjustment, to control strictly the methods of production by industrial home work in this State.

Sec. 2. Definitions. Whenever used in this act:

(a) "Person" means an individual, partnership, firm, association, domestic or foreign corporation, the legal representatives of a deceased individual, or the receiver, trustee or successor of an individual, firm, partnership, association, or domestic or foreign corporation.

(b) "To manufacture" includes to prepare, alter, repair, finish, or process in whole or in part, or handle in any way connected with the production, wrapping, packaging, or preparation for display of an article or materials.

(c) "Home" means any room, house, apartment, or other premises, whichever is most extensive, used in whole or in part as a place or dwelling; and includes outbuildings upon premises that are primarily used as a place of dwelling, where such outbuildings are under the control of the persons dwelling on such premises.

(d) "Employer" means any person, including any independent contractor, who, directly or indirectly or through an employee, agent, independent contractor, subcontractor, or any other person, (1) in any way distributes or delivers or

causes to be distributed or delivered to another person any articles or materials to be manufactured within this State in a home, and thereafter to be returned to him, not for the personal use of himself or of a member of his family, or thereafter to be disposed of otherwise in accordance with his directions; or (2) sells or causes to be sold to another person any articles or materials for the purpose of having such materials or articles manufactured within this State in a home and of then rebuying such materials or articles, after such manufacture, either by himself or by someone designated by him.

(e) "Industrial home work" means any manufacture in a home of materials or articles for an employer.

(f) "Home worker" means any person engaged in manufacturing in a home materials or articles for an employer.

(g) "Industry" shall mean any trade, business, industry, or any portion or branch thereof, or groups of industries.

(h) "Commissioner" means (official title of labor commissioner).

Sec. 3. Prohibited home work. The manufacture of any of the following by industrial home work shall be unlawful, and no permit or certificate issued under this act shall be deemed to authorize such manufacture: (1) Articles of food or drink, (2) Articles for use in connection with the serving of food or drink, (3) Toys and dolls, (4) Tobacco, (5) Drugs and poisons, (6) Bandages and other sanitary goods, (7) Explosives, fireworks, and articles of like character, (8) Articles the processing of which requires exposure to substances determined by the commissioner to be hazardous to the health or safety of persons so exposed.

Sec. 4. Power to prohibit.

(a) The commissioner shall have the power upon his own initiative, and it shall be his duty upon receipt of a petition of fifty or more residents of this State to make an investigation of any industry which employs home workers, in order to determine: (1) Whether the wages and conditions of employment are injurious to the health and welfare of home workers in such industry; and (2) Whether the wages and conditions of employment of home workers prevailing in such industry have the effect of rendering unduly difficult the maintenance of existing labor standards in or the observance and enforcement of labor standards established by law or regulation for factory workers in such industry.

(b) If, on the basis of information in his possession, with or without an investigation, and after a public hearing as provided for by Section 5 of this act, the commissioner shall find that industrial home work cannot be continued within any industry without: (1) injuring the health and welfare of the home workers within that industry, or (2) rendering unduly difficult the maintenance of existing labor standards of factory workers in that industry or the observance and enforcement of labor standards established by law or regulation for factory workers in that industry, the commissioner shall by order prohibit industrial home work in such industry, except as may be otherwise provided in such order

pursuant to the provisions of Section 6 of this act, and no permit issued under this act shall be deemed thereafter to authorize the furnishing of articles or materials for industrial home work prohibited by such order.

Sec. 5. Hearings. Before making such order the commissioner shall hold a public hearing or hearings at which an opportunity to be heard shall be afforded to any employer, or representative of employers, and any home worker, or representative of home workers, and any other person or persons having an interest in the subject matter of hearing. A public notice of such hearing shall be given in such manner as may be fixed by the commissioner. Such notice shall be made at least thirty days before the hearing is held. Such hearing or hearings shall be in such place or places as the commissioner deems most convenient to the employers and home workers to be affected by such order.

Sec. 6. Orders.

(a) The commissioner shall determine the effective date of such order, which date shall be not less than ninety days after the date of its promulgation. The order shall set forth the type or types of manufacturing which are prohibited after its effective date, and shall contain such terms and conditions as the commissioner may deem necessary to carry out the purpose and policy of this act and to safeguard its provisions. The commissioner may in such order permit limited distribution of industrial home work, under such terms or conditions as are hereinafter prescribed by subsection (b) of this section, to any person if he finds (1) That such person is unable to adjust to factory employment because of old age or physical or mental deficiency or disability, or is unable to leave the home because his services are essential to care for an invalid in the home; and (2) That such limited distribution is not inconsistent with the purpose and policy of this act.

(b) Industrial home work shall be performed under subsection (a) of this section only where (1) The employer maintains a factory in which persons are employed on operations the same as or similar to the home work operations permitted; (2) On any operation, a home worker is paid at least the same rate as that paid to workers on the same or similar operations in the shop; and (3) The employer and home worker comply with such other terms or conditions as the commissioner may by rule or regulation prescribe to safeguard the health and welfare of home workers and the wages and working conditions of factory workers, and to effectuate the purpose of this section.

Sec. 7. Permit required.

(a) Every employer must procure from the commissioner an employer's permit. Application for such permit shall be made on a form prescribed by the commissioner. Such permit shall be in writing, dated when issued, and signed by the commissioner. It shall give the name and address of the person to whom it is issued and shall designate and limit the acts that are permitted. Such permit shall be valid for a period of one year from the date of its issuance unless sooner revoked.

(b) Such permit shall be issued or remain valid only where the employer (1) resides or maintains a place of business within this State or (2) operates through another employer possessing a valid permit and residing or maintaining a place of business within this State.

(c) No such permit shall be issued to or remain valid for any independent contractor to act for an employer unless such other employer or employers for whose direct or indirect benefit or account such independent contractor so acts possesses a valid employer's permit; nor shall any such permit be issued to any person, or to the successor in interest of any person, or to a person directly or indirectly owned or controlled by any person, whose employer's permit has been revoked by the commissioner within two years prior to the latest application for such permit.

(d) No employer shall deliver or cause to be delivered any article or materials for industrial home work to an independent contractor who is not in possession of a valid employer's permit.

Sec. 8. Fees. A fee of $50 shall be paid to the commissioner for the original issuance of an employer's permit. For each annual renewal of such permit, the employer shall pay to the commissioner a fee of: (1) Fifty dollars, where at no time during the preceding calendar year did the employer directly or indirectly have business relations with more than one hundred home workers; (2) One hundred dollars, where at any time during the preceding calendar year the employer directly or indirectly had business relations with more than one hundred but less than three hundred home workers; (3) Two hundred dollars, where at any time during the preceding calendar year the employer directly or indirectly had business relations with three hundred or more home workers.

All such fees received by the commissioner shall be paid into the State treasury to the credit of the general fund.

Sec. 9. Revocation of permit.

(a) If the commissioner has reason to believe that a person having an employer's permit is not observing the provisions of this act or any rule, regulation or order issued thereunder, or the conditions of his employer's permit, the commissioner may, on ten days' notice, summon such person to appear before the commissioner to show cause why the commissioner should not find that he has failed to observe such provisions or conditions.

(b) If, after such notice and opportunity to be heard, the commissioner finds as a fact that such person has failed to observe or comply with a provision of this act, his permit, or a regulation or order issued by the commissioner under authority of this act, the commissioner may revoke the permit of such person.

Sec. 10. Home-worker's certificate.

(a) Every person desiring to engage in industrial home work within this State must procure from the commissioner a home-worker's certificate which shall

be issued without cost and which shall be valid for a period of one year from the date of its issuance, unless sooner revoked or suspended. Application for such certificate shall be made in such form as the commissioner may by regulation prescribe. No home worker's certificate shall be issued: (1) To any person under the age of 16 years; or (2) To any person suffering from an infectious, contagious, or communicable disease or living in a home that is not clean, sanitary, and free from infectious, contagious, or communicable disease.

(b) The commissioner may, upon reasonable notice and opportunity to be heard, revoke or suspend any home-worker's certificate if he finds that the holder is performing industrial home work contrary to the conditions under which the certificate was issued or to any provision of this act or has permitted any person not holding a valid home-worker's certificate to assist him in performing his industrial home work.

Sec. 11. Records to be kept. Each employer shall keep within this State in such form and manner as the commissioner may by rule, regulation, or order prescribe and shall forward to the commissioner at such intervals and upon such blanks as the commissioner may by rule, regulation, or order prescribe and provide a complete and accurate record of: (1) All persons engaged in industrial home work directly or indirectly for or in behalf of such employer; (2) All places where such persons work; (3) All articles or materials directly or indirectly distributed to such persons; (4) All articles or materials manufactured by such persons; (5) The net cash wages received by each home worker and such piece-work rates at which each home worker is compensated; (6) All independent contractors to whom he has furnished materials to be manufactured by industrial home work; and (7) Such other facts and information as may be pertinent to the proper enforcement and effectuation of the provisions of this act.

Sec. 12. Conditions of manufacture. Industrial home work shall be performed: (1) Only by a person possessing a valid home-worker's certificate, and resident in the home in which the work is done; (2) Only by persons 16 years of age or over; (3) Only in accordance with the wages, hours or working conditions established for labor in factories by persons of the same age and sex as the home workers by State law or regulation or any applicable Federal law or regulation; (4) Only in accordance with the provisions of any State law or regulation, including the provisions of this act, or of any applicable Federal law or regulation, relating to employment and applicable to home workers; and (5) Only in a home that is clean and sanitary and free from any infectious, contagious, or communicable disease.

Every employer shall be deemed to have accepted responsibility for the observance of the conditions of manufacture specified by this section and of such terms and conditions as may be specified pursuant to Section 6 of this act; and each of such conditions shall be deemed to be a condition of the employer's permit to the same extent as though it were expressly set forth therein.

Sec. 13. Labels required. No employer shall deliver or cause to be delivered any materials or articles to be manufactured by any home worker unless there has been conspicuously affixed to each article a label or other mark of identification bearing the employer's name and address, printed or written legibly in

English. But if the goods are of such a nature that they cannot be individually so labeled or identified, then the employer shall conspicuously label in such manner as the commissioner may by rule or regulation prescribe.

Sec. 14. Unlawfully manufactured articles. Any article which is being manufactured in a home in violation of any provision of this act may be removed by the commissioner and may be retained by him until claimed by the employer. The commissioner shall by registered mail give notice of such removal to the person whose name and address are affixed to the article as provided by Section 13. Unless the article so removed is claimed within thirty days thereafter, it may be destroyed or otherwise disposed of.

Sec. 15. Agreements to contributions by employees void. Any agreement by a home worker topay any portion of a payment required of any other person by any provision of this act shall be void and of no effect.

Sec. 16. Enforcement, administration; Oaths, affidavits, subpoenas, witnesses.

(a) The commissioner shall enforce and administer the provisions of this act and the commissioner or his authorized representative is directed to make all inspections and investigations necessary for proper enforcement and administration thereof.

(b) In the administration of this act the commissioner, or his authorized representative, shall have the power to administer oaths, take affidavits and the depositions of witnesses, and issue subpoenas for and compel the attendance of witnesses and the production of papers, books, accounts, pay rolls, documents, records, testimony and other evidence of whatever description, In the case of failure of any person to comply with any order of the commissioner or subpoena, lawfully issued, or on the refusal of any witness to produce evidence or to testify as to any matter regarding which he may be lawfully interrogated, it shall be the duty of any _____ court, or the judge thereof, upon application by the commissioner or his authorized representative, to compel obedience by proceedings for contempt, as in the case of disobedience of a subpoena issued for such court or a refusal to testify therein.

Sec. 17. Rules and regulations.

The commissioner shall have the power to make, issue, amend and rescind such rules, regulations and orders as are necessary or appropriate to carry out the provisions of this act. Without limiting the generality of the foregoing, such rules, regulations, or orders may define the terms used in this act.

Sec. 18. Injunction against violations. The commissioner shall have the power to apply to the _____ court of any county for an injunction, and such court shall upon such application have the power to issue an injunction, restraining any employer from violating any of the provisions of this act.

Sec. 19. Penalties. Any employer who: (1) Directly or indirectly, in any way, distributes, delivers, or causes to be distributed or delivered, or sells or causes to be sold articles or materials for industrial home work in violation of any provision of this act or of any rule, regulation, or order issued thereunder; or (2) Violates or fails to comply with any provision of this act or any rule, regulation, or order issued thereunder; or (3) Does not possess a valid employer's permit issued by the commissioner pursuant to Section 7 of this act or fails to comply with any provision or condition of such permit; or (4) Refuses to allow the commissioner or his authorized representative to enter his place of business or other place for the purpose of investigating in the enforcement of this act and of inspecting any records required to be kept by Section 10 of this act; or (5) Wilfully makes a false statement or representation in order to lower the amount of fees due from him under this act; or (6) Makes any deduction from the wages or salary of a home worker in order to pay any portion of a payment which such person is required to make by this act; shall be guilty of a misdemeanor, and upon conviction thereof shall be subject to a fine of not less than $100 nor more than $300 or to imprisonment for not more than six months, or both, such fine and imprisonment for each such offense; and each day such violation continues and each home worker engaged in industrial home work directly or indirectly for or in behalf of such employer in violation of any provision of this act or any rule, regulation, or order issued thereunder shall be considered a separate offense.

Sec. 20. Construction. If any provision of this act or the application thereof to any person or circumstance is held invalid, the remainder of the act and the application of such provision to other persons or circumstances shall not be affected thereby.

Sec. 21. Appropriation. The sum of _____, or so much thereof as may be necessary, is hereby appropriated to pay the expenses of the _____, including personal service and maintenance, in carrying out the provisions of this act.

Sec. 22. Repeal of existing laws. * * * * * * * *

Sec. 23. Time of taking effect. This act shall take effect ninety days after its adoption; except Section 21 which shall take effect immediately, and except that the commissioner shall have power, immediately, to promulgate rules and regulations, appoint such officers and employees, and fix their compensation, as may be necessary to carry out the provisions of this act, and do such other things as may be necessary to set up the machinery required to enforce the provisions of this act.

U. S. Department of Labor
DIVISION OF LABOR STANDARDS
Washington

December 1, 1940

SUGGESTED LANGUAGE FOR A STATE BILL TO PROHIBIT INDUSTRIAL HOME WORK

Sec. 1. Findings and declaration of policy. The legislature has long recognized through laws regulating the employment of men, women, and children that working conditions detrimental to health and welfare result in injury not only to the workers immediately affected, but also to the public interest as a whole. Now the legislature finds that industrial home work runs directly counter to and defeats the purpose of such laws because it is performed at excessively low wages for long and irregular hours under insanitary and otherwise unhealthful working conditions, in constant competition with factory employment and free from and by its very nature incapable of effective supervision and regulation; that the impossibility of regulating working conditions in industrial home work results in (1) serious danger to the health, efficiency, and general well-being of industrial home workers, (2) in the breakdown of standards of employment for factory workers in this State, (3) rendering more difficult the enforcement of laws governing standards of employment for such factory workers, (4) unfair competition between employers in factory production and employers utilizing industrial home work, and (5) detriment to the consumer and to the public welfare. After a study of experience and reported investigations, the legislature hereby declares that industrial home work must through the exercise of the police power, be abolished in this State.

Sec. 2. Definitions. Whenever used in this act:

(a) "Person" means an individual, partnership, firm, association, domestic or foreign corporation, the legal representatives of a deceased individual, or the receiver, trustee or successor of an individual, firm, partnership, association, or domestic or foreign corporation.

(b) "To manufacture" includes to prepare, alter, repair, finish, or process in whole or in part, or handle in any way connected with the production, wrapping, packaging, or preparation for display of an article or materials.

(c) "Home" means any room, house, apartment, or other premises, whichever is most extensive, used in whole or in part as a place of dwelling; and includes outbuildings upon premises that are primarily used as a place of dwelling, where such outbuildings are under the control of the persons dwelling on such premises.

(d) "Employer" means any person, including any independent contractor, who, directly or indirectly or through an employee, agent, independent contractor, subcontractor, or any other person, (1) In any way distributes or delivers or causes to be distributed or delivered to another person any materials or articles to be manufactured within this State in a home, and thereafter to be returned to him, not for the personal use of himself or of a member of his family, or thereafter to be disposed of otherwise in accordance with his directions; or (2) Sells or causes to be sold to another person any materials or articles for the purpose of having such materials or articles manufactured within this State in a home and of then rebuying such materials or articles, after such manufacture, either by himself or by someone designated by him.

(e) "Industrial home work" means any manufacture in a home of materials or articles for an employer.

(f) "Home worker" means any person engaged in manufacturing in a home materials or articles for an employer.

(g) "Industry" shall mean any trade, business, industry, or any portion or branch thereof, or groups of industries.

(h) "Commissioner" means _ (official title of labor commissioner) ____.

Sec. 3. Industrial home work prohibited. Except as hereinafter provided in Section 4 of this act industrial home work shall be unlawful and is hereby prohibited.

Sec. 4. Limited distribution of industrial home work.

(a) The commissioner may permit the limited distribution of articles or materials for industrial home work to any person under special certificates issued pursuant to regulations of the commissioner and subject to such terms and conditions as are hereinafter prescribed by subsection (b) of this section where he finds that (1) such person is unable to adjust to factory employment because of old age or physical or mental deficiency or disability or is unable to leave the home because his services are essential to care for an invalid in the home; (2) such distribution will not endanger the health and welfare of such person; (3) such distribution will not unduly jeopardize the wages and working conditions of factory workers; and (4) such distribution is not otherwise inconsistent with the purpose and policy of this act.

(b) Industrial home work shall be performed under sub-section (a) of this section only where (1) the employer maintains a factory in which persons are employed on operations the same as or similar to the home-work operations permitted; (2) on any operation, a home worker is paid at least the same rate

as that paid to workers on the same or similar operations in the shop; (3) the ownership of the article or materials to be manufactured by industrial home work is conspicuously shown in such form and manner as the commissioner shall by rule and regulation prescribe; and (4) the employer and home worker comply with such other terms or conditions, and keep such true and accurate records relative to wages, hours, and the distribution of industrial home work as the commissioner may by rule and regulation prescribe to safeguard the health and welfare of home workers and the wages and working conditions of factory workers and to effectuate the purpose of this section.

(c) Where limited distribution of articles or materials for industrial home work is permitted under this section the employer shall in all respects be held responsible for the observance by the homeworker of the terms and conditions herein provided for; the performance of industrial home work contrary to such terms and conditions shall constitute a violation of this act upon the part of the employer. The commissioner shall have the power to revoke any certificate upon the failure of the employer or the homeworker to whom such certificate has been issued to observe or comply with any provision of this act or any rule, regulation or order issued thereunder; and no certificate shall be issued permitting any employer or the successor in interest of any employer or any person directly or indirectly owned or controlled by any employer to distribute industrial home work within two years after such a certificate has been revoked with respect to such employer.

Sec. 5. Unlawfully manufactured articles. Any article which is being manufactured in a home in violation of any provision of this act may be removed by the commissioner and may be retained by him until claimed by the employer. The commissioner shall by registered mail give notice of such removal to the person who appears as the owner as provided in Section 4 (b)(3). Unless the article so removed is claimed within thirty days thereafter, it may be destroyed or otherwise disposed of.

Sec. 6. Administration. The commissioner shall enforce and administer the provisions of this act and may conduct any hearings necessary to its proper effectuation. The commissioner or his authorized representative is directed to make all inspections and investigations necessary for the proper enforcement and administration thereof. For purposes of examination the commissioner or his authorized representative shall have access to and the right to copy from any records required to be kept pursuant to this act and every employer shall upon request furnish to the commissioner or his authorized representative any transcripts of such records in such form as the commissioner may prescribe.

Sec. 7. Rules and regulations. The commissioner shall have the power to make, issue, amend, and rescind such rules, regulations, and orders as are necessary or appropriate to carry out the provisions of this act. Without limiting the generality of the foregoing, such rules, regulations, or orders may define the terms used in this act.

Sec. 8. Penalties. Any employer who:

(1) Directly or indirectly, in any way distributes, delivers, or causes to be distributed or delivered, or sells or causes to be sold articles or materials for industrial home work in violation of any provision of this act or of any rule, regulation or order issued thereunder; or

(2) Violates or fails to comply with any provision of this act or any rule, regulation, or order issued thereunder; or

(3) Refuses to allow the commissioner or his authorized representative to enter his place of business or other place for the purpose of investigating in the enforcement of this act or of inspecting any records required to be kept pursuant to this act; or

(4) In any way hinders or delays the commissioner or his authorized representative in the performance of his duties in the enforcement of this act;

shall be guilty of a misdemeanor, and upon conviction thereof shall be subject to a fine of not less than $100 nor more than $300 or to imprisonment for not more than six months, or both such fine and imprisonment for each such offense; and each day such violation continues and each home worker with respect to whom such violation occurs shall be considered a separate offense.

Sec. 9. Construction. If any provision of this act or the application thereof to any person or circumstance is held invalid, the remainder of the act and the application of such provision to other persons or circumstances shall not be affected thereby.

Sec. 10. Appropriation. The sum of _____, or so much thereof as may be necessary, is hereby appropriated to pay the expenses of the department of labor, including personal service and maintenance, in carrying out the provisions of this act.

Sec. 11. Repeal of existing laws. * * * * * * *

December 1, 1940

U. S. Department of Labor
DIVISION OF LABOR STANDARDS
Washington

SUGGESTED LANGUAGE FOR A STATE WAGE AND HOUR BILL
To supplement the Fair Labor Standards Act of 1938

A Bill for

AN ACT to provide for the general welfare and to protect the health, efficiency, and general well-being of workers in the State of _____ by providing for the elimination of wage and hour standards detrimental to the health, efficiency, and general well-being of workers, to prescribe minimum wage and maximum hour standards, and to provide for the further determination and establishment of minimum wages by industry; to provide for enforcement of such provisions and to prescribe the powers and duties of the _____ _____(insert State department enforcing labor laws) under this Act; to prescribe penalties for violations of this Act or of orders or regulations of the _____ (insert head of State department enforcing labor laws) authorized hereunder; and to repeal such laws or parts of laws as are specifically provided for in this Act.

Be it enacted, etc.

Section 1. Declaration of Policy.

It is declared to be the policy of this Act (1) to establish so far as and as rapidly as possible minimum wage and maximum hour standards at levels consistent with the health, efficiency, and general

well-being of workers, and (2) to safeguard existing minimum wage and maximum hour standards which are adequate to the health, efficiency, and general well-being of workers from the effects of the serious and unfair competition resulting from wage and hour standards detrimental to the health, efficiency, and general well-being of workers, and (3) to increase employment opportunities.

Sec. 2. Definitions.

As used in this Act:

(a) "Commissioner" shall mean the _____(insert head of State department enforcing labor laws).

(b) "Employ" includes permit or suffer to work.

(c) "Employer" includes any individual, partnership, association, corporation, business trust, legal representative, or any organized group of persons, acting directly or indirectly in the interest of an employer in relation to an employee, but shall not include the United States.

(d) "Employee" includes any individual employed by an employer, but shall not include any individual employed (1) at a guaranteed monthly salary of _____ dollars or more, (2) in agriculture, or (3) in domestic employment in a private home.

(e) "Industry" means a trade, business, industry, or branch thereof, or group of industries in which individuals are employed.

(f) "Wage" means (except as the Commissioner may provide under Sec. 12) legal tender of the United States, or checks on banks convertible into cash on demand at full face value thereof and shall not include tips or gratuities of any kind.

(g) "Week" means any period of 7 consecutive days.

(h) "Agriculture" includes farming in all its branches and among other things includes the cultivation and tillage of the soil, dairying, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodities, the raising of livestock, bees, fur-bearing animals, or poultry, and any practices (including any forestry or lumbering operations) performed by a farmer on a farm as a necessary incident to the above farming operations, including delivery to storage or to market or to carriers for transportation to market.

Sec. 3. Minimum Wages.

(a) Every employer, except as the Commissioner may provide pursuant to Section 10 of this Act, shall pay to each employee employed by him wages at the following rates:

(1) During the first five years from the effective date of this section not less than _____ 1/ cents an hour,

(2) After the expiration of five years from such date not less than _____ 2/ cents an hour, except that in any industry in which a minimum wage has been prescribed in an order of the Commissioner issued under Section 7, such minimum wage shall apply, and

(3) At any time after the effective date of this section, not less than the rate prescribed in the applicable order of the Commissioner issued under Section 7.

1/ Federal provision - 30 cents

2/ Federal provision - 40 cents

(b) This section shall take effect upon the expiration of one hundred and twenty days from the date of enactment of this Act.

Sec. 4. Maximum Hours.

(a) No employer shall, except as hereinafter provided in this section, employ any employee, after the effective date of this section, in excess of 8 hours a day or _____ [1/] hours a week, unless such employee receives compensation for employment in excess of such daily or weekly hours, whichever excess is greater, at a rate not less than one and one-half times the regular rate at which he is employed.

(b) The provisions of Section 4(a) shall not apply to any employee employed in such extraordinary emergencies as those resulting directly from fire, flood, storm, or similar natural forces, or epidemic of illness or disease, which require employment in excess of the hours specified in Section 4(a) in order that life, health, or property may be preserved; provided, however, that the employer shall pay each employee so employed at not less than his regular rate of pay for each hour employed in excess of the hours specified in Section 4(a); provided, further, that in each such case the employer shall immediately notify the Commissioner of such excess employment in such manner as the Commissioner may require.

(c) This section shall take effect upon the expiration of one hundred and twenty days from the date of enactment of this Act.

1/ Federal provision - 40 hours

Sec. 5. Wage Investigations; Appointment of Wage Boards.

For the purpose of carrying out the declared policy of this Act, the Commissioner, upon his own motion, may from time to time or upon the petition of 100 or more residents of the State, shall investigate the wages paid to employees employed in any industry. If, on the basis of information in his possession, with or without an investigation, the Commissioner is of the opinion that any substantial number of employees employed in any industry are receiving wages which are less than sufficient to maintain the employees in health, efficiency, and general well-being, he shall appoint a wage board to recommend a minimum wage for such industry. The issuance of a wage order for an industry pursuant to Section 7 shall not preclude the Commissioner from again appointing a wage board in accordance with this section to recommend a minimum wage for such industry.

Sec. 6. Wage Boards; Powers and Duties; Recommendations.

(a) A wage board shall be appointed by the Commissioner without regard to any other provisions of law regarding the appointment and compensation of employees of the State. It shall include a number of disinterested persons representing the public, one of whom the Commissioner shall designate as chairman, a like number of persons representing employees in the industry, and a like number representing employers in the industry. The representatives of the employers and employees shall be selected so far as practicable from nominations submitted by employers and employees, or organizations thereof, in such industry. Two-thirds of the members of such wage board shall constitute a quorum and its recommendations shall require a vote of not less than a majority

of all its members. The members of a wage board shall be entitled to compensation at the rate of not to exceed $_____ per day for each meeting attended by them, or each day actually spent in the work of the board. They shall also be paid their reasonable and necessary traveling and other expenses while engaged in the performance of their duties. The Commissioner shall make rules and regulations not inconsistent with this Act governing the selection of a wage board and its mode of procedure.

(b) The Commissioner shall present to a wage board all the evidence and information in his possession relating to the wages in the industry for which the wage board was appointed and all other information which the Commissioner deems relevant to the establishment of a minimum wage for such industry and shall cause to be brought before the board any witnesses whom the Commissioner deems material. A wage board may summon other witnesses or call upon the Commissioner to furnish additional information to aid in its deliberations.

(c) Within sixty days of its organization, a wage board shall submit to the Commissioner its recommendations as to a minimum wage (which in no case shall be less than the rate prescribed by Section 3(a)(1)) to be paid by employers in the industry considered, which it determines to be as nearly adequate as is economically feasible to maintain the minimum standard of living necessary for the health, efficiency, and general well-being of workers. These recommendations may include minimum wages varying with localities, if in the judgment of the board conditions make such local differentiation proper and necessary to effectuate the purposes of this Act and such differentiation does not give an undue competitive advantage to any locality; may include terms and conditions

relating to part-time employment, including the wage rates to be paid therefor and suitable treatment of other cases or classes of cases which, because of the nature and character of the employment, in the judgment of the board justify special treatment. In making such recommendations a wage board shall consider, among other relevant factors, (1) cost of living, (2) the wages established in the State for work of like or comparable character by collective labor agreements negotiated between employers and employees by representatives of their own choosing, and (3) the wages paid in the State for work of like or comparable character by employers who voluntarily maintain reasonable minimum wage standards. If the report of the wage board is not submitted within sixty days, the Commissioner may appoint a new wage board.

Sec. 7. Wage Orders.

(a) Upon the filing of the wage board's report, the Commissioner, after due notice to interested persons and a public hearing thereon, shall by order approve and carry into effect the recommendations contained in such report, if he finds that the recommendations are made in accordance with law, are supported by the evidence adduced at the public hearing, that they recommend minimum wages that are as nearly adequate as is economically feasible to maintain the minimum standard of living necessary for the health, efficiency and general well-being of workers, taking into consideration the same factors as are required to be considered by the wage board, and will carry out the purposes of this Act; otherwise he shall disapprove such recommendations. If the Commissioner disapproves such recommendations, he shall again refer the matter to the same wage

board, or to another wage board for such industry (which he may appoint for such purpose), for further consideration and recommendations. Due notice of any hearing provided for in this section shall be given by publication in such newspapers and by such other means as the Commissioner deems reasonably calculated to give general notice to interested persons. The rules of evidence applied by the courts in proceedings at law and in equity shall not apply in any hearings or proceedings conducted by or before the Commissioner or a wage board.

(b) Orders issued under this section shall define the industry to which they shall apply and may include such administrative regulations as the Commissioner finds necessary to carry out the purposes of this Act and of the orders. Except as provided in Section 10, the rates established by any minimum wage order shall apply alike to all employees regardless of age or sex.

(c) No such order shall take effect until thirty days after due notice is given of the issuance thereof by publication in such newspapers and by such other means as the Commissioner deems reasonably calculated to give to interested persons general notice of such issuance. A certified copy of each such order shall be filed in the office of the Secretary of State.

Sec. 8. Right of Review.

(a) Any person aggrieved by an order of the Commissioner issued under Section 7 may obtain a review of such order in the _____ Court, by filing in such Court, within sixty days after the entry of such order, a written petition praying that the order of the Commissioner

be modified or set aside in whole or in part. A copy of such petition shall forthwith be served upon the Commissioner, and thereupon the Commissioner shall certify and file in the court a transcript of the record upon which the order complained of was entered. Upon the filing of such transcript such court shall have exclusive jurisdiction to affirm, modify, or set aside such order in whole or in part, so far as it is applicable to the petitioner. The review by the court shall be limited to questions of law, and findings of fact by the Commissioner when supported by substantial evidence shall be conclusive. No objection to the order of the Commissioner shall be considered by the court unless such objection shall have been urged before the Commissioner or unless there were reasonable grounds for failure so to do. If application is made to the court for leave to adduce additional evidence, and it is shown to the satisfaction of the court that such additional evidence may materially affect the result of the proceeding and that there were reasonable grounds for failure to adduce such evidence in the proceeding before the Commissioner, the court may order such additional evidence to be taken before the Commissioner and to be adduced upon the hearing as to the court may seem proper. The Commissioner may modify his findings by reason of the additional evidence so taken (but in no case may he modify the recommendations of a wage board, except upon and in accordance with the further recommendations of such a wage board), and shall file with the court such modified or new findings which if supported by substantial evidence shall be conclusive, and shall also file his recommendation, if any, for the modification or setting aside of the original order. The judgment and decree of the court shall be final, subject to right of appeal to the

_____ Court.

(b) The commencement of proceedings under subsection (a) shall not, unless specifically ordered by the court, operate as a stay of the Commissioner's order. The court shall not grant any stay of the order unless the person complaining of such order shall file in court an undertaking with a surety or sureties satisfactory to the court for the payment to the employees affected by the order, in the event such order is affirmed, of the amount by which the compensation such employees are entitled to receive under the order exceeds the compensation they actually receive while such stay is in effect.

Sec. 9. Investigations; Inspections; Records.

(a) The Commissioner is authorized, and it shall be his duty, to enforce the provisions of this Act and any orders issued thereunder. For administrative purposes, there is hereby created within _____ _____ (insert State department enforcing labor laws) a Wage and Hour Division. Said division shall be under the charge of a director and shall be organized in the same manner as other bureaus or divisions of the said _____ (insert State department enforcing labor laws). If he deems such action advisable for the more efficient and economical administration of the work and duties of the _____ (insert State department enforcing labor laws), the Commissioner, regardless of the provisions of any other law, may combine or consolidate the activities of any other division or bureau of the _____ (department) with those of the Wage and Hour Division. The Commissioner shall have the authority to appoint the director of the Wage and Hour Division and such assistants and other employees as may be necessary for the proper enforcement of

this Act and to fix their compensation, subject to existing laws applicable to the appointment and compensation of employees of the State.

(b) The Commissioner or his authorized representative may investigate and gather data regarding the wages, hours, and other conditions and practices of employment in the State, and may enter and inspect such places and such records (and make such transcriptions thereof), question such employees, and investigate such facts, conditions, practices, or matters as he may deem necessary or appropriate to determine whether any person has violated any provision of this Act, or which may aid in the enforcement of the provisions of this Act, or in connection with the recommendation of further legislation.

(c) Every employer shall keep in or about the premises wherein any employee is employed a record of the name, address, and occupation of each such employee, of the amount paid each pay period to each such employee, of the hours worked each day and each workweek by each such employee, and of such other information and for such periods of time as the Commissioner may by regulation or order prescribe. The Commissioner or his authorized representative shall for the purpose of examination have access to and the right to copy from such records, and every employer shall furnish to the Commissioner or his authorized representative on demand a sworn statement of such records, and, if the Commissioner shall so require, upon forms prescribed or approved by him. Every employer shall furnish to the Commissioner or his authorized representative such information relating to the employment of workers and in such manner as the Commissioner may require. Every employer shall keep a printed abstract of the law and a copy of any minimum wage order to

which he may be subject conspicuously posted in or about the premises wherein any person subject thereto is employed. Employers shall be furnished copies of such abstract and orders on request without charge.

(d) Any employer who hinders or delays the Commissioner or his authorized representative in the performance of his duties in the enforcement of this Act; or who refuses to admit the Commissioner or his authorized representative to any place of employment; or who fails to keep or falsifies any record required under the provisions of this section or who refuses to make such records accessible or to furnish a sworn statement thereof or to give information required for the proper enforcement of this Act, upon demand, to the Commissioner or his authorized representative; or who fails to post an abstract of this law or a copy of a minimum wage order as required by this section shall be deemed to have violated this Act.

Sec. 10. Learners; Apprentices; Handicapped Workers.

The Commissioner may by regulations or by orders provide for the employment, under special certificates issued pursuant to regulations of the Commissioner, (1) of learners, at such wages lower than the applicable minimum wage and subject to such limitations as time, number, proportion, and length of service as the Commissioner shall prescribe, (2) of apprentices, at such wages lower than the applicable minimum wage as are approved by the State Apprenticeship Council, and (3) of individuals whose earning capacity is impaired by age or physical or mental deficiency or injury, at such wages lower than the applicable minimum wage and for such period as shall be fixed in such certificates.

Sec. 11. Oaths; Affidavits; Subpoenas.

(a) The Commissioner or his authorized representative, or a wage board, shall have the power to administer oaths, to take or cause to be taken the depositions of witnesses, and to require by subpoena the attendance and testimony of witnesses and the production of all books, records, and other evidence relative to any matter under investigation. Such subpoenas shall be signed and issued by the Commissioner or his authorized representative, or by the chairman of the wage board, as the case may be. In cases of failure of any person to comply with any subpoena lawfully issued under this section or on the refusal of any witness to produce evidence or to testify to any matter regarding which he may be lawfully interrogated, it shall be the duty of any _____ court, or the judge thereof, upon application of the Commissioner or his authorized representative, or the chairman of the wage board, to compel obedience by proceedings for contempt, as in the case of disobedience of the requirements of a subpoena issued by such court or a refusal to testify therein. The Commissioner shall have the power to certify to official acts.

(b) No person shall be excused from attending and testifying or from producing books, papers, correspondence, memoranda, contracts, agreements, or other records and documents before the Commissioner or his authorized representative or a wage board, or in obedience to the subpoena of the Commissioner or his authorized representative or a wage board or in any cause or proceeding instituted under this Act, on the ground that the testimony or evidence, documentary or otherwise, required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subject to any

penalty or forfeiture for or on account of any transaction, matter or thing concerning which he is compelled to testify or produce evidence, documentary or otherwise, after having claimed his privilege against self-incrimination, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying.

Sec. 12. Regulations and Orders.

(a) The Commissioner shall have the power to make, issue, amend and rescind such regulations and orders as are necessary or appropriate to carry out the provisions of this Act. Such regulations or orders, without being limited thereto, and without limiting the generality of the foregoing, may define terms used in this Act, may include such terms and conditions, including the restriction or prohibition of industrial home work or of such other acts or practices, as the Commissioner finds necessary or appropriate to carry out the purposes of the Act, or of a wage order issued thereunder, and to prevent the circumvention or evasion thereof and to safeguard the standards therein established; and shall include such partial or total restrictions or prohibitions on the employment (notwithstanding the payment of time and one-half the regular rate of pay) of employees in excess of the hours specified in Section 4(a) as he finds necessary to prevent the reduction of wage rates for the purpose of evading the penalizing effect of the overtime compensation provisions of Section 4(a) or the circumvention by other devices of the intent of Section 4(a) to reduce hours of labor; and may permit reasonable deductions from the minimum wage applicable under the Act or a wage order

issued pursuant thereto for board, lodging or other similar services furnished by an employer to his employees.

(b) Regulations or orders of the Commissioner issued pursuant to subsection (a) which relate to industrial home work or to employment in excess of the hours specified in Section 4(a) shall be made only after notice to interested persons and a public hearing by the Commissioner at which such persons may be heard.

(c) Regulations or orders issued pursuant to this section shall take effect upon publication in such newspapers and by such other means as the Commissioner deems reasonably calculated to give to interested persons general notice of such issuance.

Sec. 13. Cooperation with Federal Agency.

The _____ (insert State department enforcing labor laws) may and it is hereby authorized to assist and cooperate with the Wage and Hour Division and the Children's Bureau, U. S. Department of Labor, in the enforcement within this State of the Fair Labor Standards Act of 1938, approved June 25, 1938, and, subject to the regulations of the Administrator of the Wage and Hour Division or of the Chief of the Children's Bureau, as the case may be, and to the laws of the State applicable to the receipt and expenditure of moneys, may be paid or reimbursed by said Division and the said Bureau for the reasonable cost of such assistance and cooperation.

Sec. 14. Penalty Provisions; Collection of Unpaid Wages.

(a) Any employer who violates any provision of this Act or of a wage order issued pursuant to Section 7, or of any regulation or order of the Commissioner issued under the authority of this Act, or who

discharges or in any other manner discriminates against any employee because such employee has made any complaint to his employer, the Commissioner, or any other person, or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceedings, or has served or is about to serve on a wage board, shall, upon conviction thereof, be punished by a fine of not less than twenty-five nor more than five hundred dollars, or by imprisonment for not less than ten nor more than ninety days, or by both such fine and imprisonment. Each day a violation shall continue shall constitute a separate offense.

Failure of an employer to pay an employee the minimum wage or overtime compensation, if any, required by Sections 3 and 4, respectively, in full, within 5 days after the end of the customary pay period during which the wages were earned, shall constitute prima facie evidence of a violation of such sections.

(b) (1) Any employer who violates any provision of Sections 3 or 4 of this Act shall be liable to the employee or employees affected in the amount of their unpaid minimum wages, or unpaid overtime compensation, as the case may be, and in an additional equal amount of liquidated damages.

(2) Action to recover such liability may be maintained in any court of competent jurisdiction by any one or more employees for and in behalf of himself or themselves and other employees similarly situated, or such employee or employees may designate an agent or representative to maintain such action for and in behalf of all employees similarly situated. The court in such action shall, in addition to any judgment

awarded to the plaintiff or plaintiffs, allow a reasonable attorney's fee to be paid by the defendant, and costs of the action. At the request of any person paid less than the amount to which he is entitled under the provisions of this Act the Commissioner may take an assignment in trust for the assigning employee of the full amount to which he is entitled under this subsection and may bring any legal action necessary to collect such claim, and the employer shall be required to pay the costs and such reasonable attorney's fees as may be allowed by the court. The Commissioner shall not be required to pay the filing fee, or other costs, in connection with such action. The Commissioner in case of suit shall have power to join various claimants against the same employer in one cause of action.

(c) Whenever it shall appear to the Commissioner that any employer is engaged in any act or practice which constitutes or will constitute a violation of any provision of this Act, or of any provision of any regulation or wage order issued thereunder, he may in his discretion bring an action in the _____ Court of the State to enjoin such act or practice and to enforce compliance with this Act or with such regulation or wage order, and upon a proper showing a permanent or temporary injunction or decree or restraining order shall be granted without bond.

Sec. 15. Relation to Other Laws.

Except as may be specifically provided, nothing in this statute shall in any way repeal or affect the validity of any State law or any order or regulation issued thereunder establishing or authorizing the

establishment of minimum wages or maximum hours, nor in any way interfere with the right of the Commissioner to proceed under any such law, order, or regulation, or to issue, rescind, or modify orders or regulations under any existing law; and where any State law authorized a different procedure for the establishment of minimum wages or maximum hours from that herein authorized the Commissioner shall have power to act under either or both of such procedures; Provided that the minimum wages and maximum hours established under this Act shall prevail and be in effect in all cases, except where another State law or any Federal law or any municipal ordinance, or any order or regulation issued thereunder, establishes a minimum wage higher than the minimum wage established under this Act, or maximum hours lower than the maximum hours established under this Act, such higher minimum wage and such lower maximum hours shall prevail and be in effect.

Sec. 16. Right of Collective Bargaining Protected.

Nothing in this Act shall be deemed to interfere with, impede, or in any way diminish the right of employees to bargain collectively through representatives of their own choosing in order to establish wages in excess of the applicable minimum under this Act, or to establish hours of work shorter than the applicable maximum under this Act.

Sec. 17. Separability.

If any provision of this Act, or the application thereof to any person or circumstance, is held invalid the remainder of the Act and the application of such provision to other persons or circumstances shall not be affected thereby.

Sec. 18. Short Title.

This Act shall be known as the "Wage and Hour Act."

(Note: Depending upon State laws and decisions, it may be advisable as a matter of caution to include a provision that no laws shall be deemed to be repealed by implication if this statute is held invalid.)

Gen. 49

U. S. DEPARTMENT OF LABOR

ROUTING SLIP

DATE 1/15/45

To- Miss Miller

From- Clara M. Beyer

Referred for—

- ☐ Approval
- ☐ Comment
- ☐ Digest
- ☐ Discuss with me
- ☐ File
- ☐ Information
- ☐ Memo
- ☐ Previous correspondence
- ☐ Reply
- ☐ Report
- ☐ Return
- ☐ Signature

☐ Reply for signature of _____

Remarks: The materials requested in the attached were given to these people at the Conference (or prior). Do you want to send them anything else?

WOMEN'S BUREAU
JAN 18 1945
DEPARTMENT OF LABOR

Miller

DAVID B. GILFILLAN
COMMISSIONER

FRANK M. PERKINSON
DEPUTY

PHONE 6411

THE STATE OF WYOMING

OFFICE OF
COMMISSIONER OF LABOR AND STATISTICS
311 CAPITOL BUILDING
CHEYENNE, WYOMING

October 23, 1944

WOMEN'S BUREAU
OCT 26 1944
DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
U. S. Dept. of Labor
Washington 25, D. C.

Dear Madam:

Thank you for your letter of October 17th and report of the regional conference held October 2nd and 3rd at St. Louis, Missouri in regard to Post-War Labor Legislation.

We would appreciate all available information on the above named conference and would like to secure copies of all proposed legislation on suggested bills drafted. When a minimum wage law is drawn, including men, we also ask that this be sent this office.

Yours for better labor legislation,

David B. Gilfillan

David B. Gilfillan,
COMMISSIONER OF LABOR & STATISTICS

DBG:jg

Miss Miller says
we need 1 plan &
to have letter
Sub R. value 1 1/2%
to Com Pension
1 plan in Tex
area.

OCT 1944
DIVISION OF LABOR STANDARDS

STATE OF ALABAMA
DEPARTMENT OF INDUSTRIAL RELATIONS
MONTGOMERY

FRANK R. BROADWAY
DIRECTOR OF INDUSTRIAL RELATIONS

October 24, 1944

WOMEN'S BUREAU
OCT 26 1944
DEPARTMENT OF LABOR

Mrs. Frieda S. Miller
Director, Women's Bureau
Division of Labor Standards
United States Department of Labor
Washington, D. C.

Dear Mrs. Miller:

I have your letter of October 16, 1944, with enclosure of a summary of action taken at the regional conference of State labor commissioners, labor and civic groups, held in St. Louis on October 2 and 3, 1944, and advising me that you have available suggested drafts of bills recommended for State legislation by the St. Louis conference.

I appreciate your furnishing me with the information contained in the "Report of Regional Conference on Post-War Labor Legislation," and will be very much interested in having copies of any suggested drafts of bills which you may have available for distribution to the states. At this time I have no suggestions for improvement of the program at future regional conferences on the subject of postwar legislation but shall be glad to offer any suggestions that I may have in the future.

Sincerely yours,

Frank R. Broadway
Director of Industrial Relations

RECEIVED
OCT 27 1944
DEPT. OF LABOR
DIVISION OF
LABOR STANDARDS

STATE OF TEXAS
BUREAU OF LABOR STATISTICS
CAPITOL STATION
AUSTIN

COKE R. STEVENSON
GOVERNOR

October 24, 1944

JOHN D. REED
COMMISSIONER

WOMEN'S BUREAU
OCT 2[illegible] 1944
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Director, Women's Bureau

Mr. V. A. Zimmer
Director, Division of Labor Standards

Dear Miss Miller and Mr. Zimmer:

This will acknowledge receipt of your joint letter of October 17th with attached "Report of Regional Conference on Post-War Labor Legislation" held in St. Louis on October 2 and 3, 1944.

It would be appreciated by the undersigned if you could forward us copies of suggested drafts of bills on the subjects listed, with the exception of 5 and 6.

Yours very truly,

John D. Reed

John D. Reed, Commissioner
Bureau of Labor Statistics

JDR/ds

RECEIVED
OCT 28 1944
DEPT. OF LABOR
DIVISION OF
LABOR STANDARDS

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
HARRISBURG

THE SECRETARY

-10

October 27, 1944

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you for your letter of the 17th. and the accompanying "Report of the Regional Conference on Post-War Labor Legislation" held at St. Louis, Missouri, October 2 and 3, 1944.

I too greatly favor a prompt return to the high labor standards in effect prior to the war emergency, and particularly as they affect women and children in industry.

Sincerely yours,

William H. Chesnut
Secretary of Labor and Industry

RECEIVED
OCT 31 1944
DEPT. OF LABOR
DIVISION OF
LABOR STANDARDS

COMMISSIONER'S OFFICE

The Commonwealth of Massachusetts

Department of

Labor and Industries

State House, Boston

WOMEN'S BUREAU
OCT 30 1944
DEPARTMENT OF LABOR

October 26, 1944

Frieda S. Miller, Director
Women's Bureau, U.S. Dept. of Labor
Division of Labor Standards
Washington, D. C.

Dear Miss Miller:

I have your letter of October 17, 1944, enclosing a report of the Regional Conference on post-war labor legislation, held in St. Louis, Missouri.

Several of the suggestions contained in the report are now on our statute books and we are considering some of the others. Thank you for keeping us informed of the work of the conference.

Yours very truly,

James T. Moriarty

JAMES T. MORIARTY
Commissioner

C.C. V. A. Zimmer, Director
Division of Labor Standards
Washington, D. C.

OCT 1944
DEPT OF LABOR
DIVISION OF LABOR STANDARDS

Congress of Industrial Organizations

PHILIP MURRAY
PRESIDENT

790 BROAD STREET
ROOM 808, KINNEY BLDG.
NEWARK 2, N. J.
MARKET 2-1550
38

EWALD SANDNER
REGIONAL DIRECTOR

WOMEN'S BUREAU
OCT 28 1944
DEPARTMENT OF LABOR

October 27, 1944

RECEIVED
NOV 1 1944
DEPT. OF LABOR
DIVISION OF
LABOR STANDARDS

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Mrs. Miller:

Received your very interesting report on your Regional Conference for post war legislation held in St. Louis on October 2nd.

I can assure you that we will cooperate in every way possible to bring about the desired results that are so necessary to maintain a decent economic status for women in industry.

Of course, as you know, in the State of New Jersey, we have been very active in legislation, having elected several members of the CIO to the State Body. However, the reactionary administration under Governor Edge, a sound reactionary Republican, we have been unable to do much in this regard.

However, the N. J. State Industrial Union Council Office and their Attorney are watching the situation very closely and we are at least maintaining the status covering women in industry that we have hitherfore established.

No doubt at the end of the war, when reconversion becomes a problem it may be necessary to have a conference in the East and I can assure you that you will get the fullest cooperation from the CIO and its affiliates.

Wishing you success in your work, I am,

Sincerely yours,

Ewald Sandner

Ewald Sandner,
CIO Regional Director

uopwa 7

Miss Miller

November 16, 1944

Rachel F. Nyswander

Distribution of St. Louis report on postwar labor legislation, to local branches of national women's organizations, in those areas covered by the conference delegates.

The one-page report, with explanatory letter, has been sent out as follows:

A.A.U.W. -- 27 officials in the 9 States
N.W.T.U.L.- 10 officials in 3 States
N.L.W.V. -- A supply was sent Mrs. Nason, who would do the distributing herself.

No reply has been received to the letter we wrote Elsie Harper of the Y.W.C.A., 2 weeks ago in which we asked her advice as to how to distribute the report in these States.

We have received no reply from Elizabeth Mayce, of the National Consumers' League; in our letter of 2 weeks ago we asked her to send us the names of the N.C.L. officials in the 9 States concerned.

Mrs. Robert E. Speer
Honorary President
Mrs. Henry A. Ingraham
President
Miss Margaret P. Mead
First Vice-President
Mrs. John French
Second Vice-President
Mrs. Arthur Forrest Anderson
Third Vice-President
Mrs. C. Douglas Mercer
Fourth Vice-President

The National Board
of the
Young Womens Christian Associations
of the United States of America

Mrs. William Crawford White
Secretary
Miss May B. Van Arsdale
Treasurer
Mrs. William Spencer Bowen
Assistant Treasurer
Mrs. Edwin P. Maynard, Jr.
Assistant Treasurer

Mrs. Harrison S. Elliott
General Secretary

WOMEN'S BUREAU
NOV 10 1944
DEPARTMENT OF LABOR

600 Lexington Avenue, New York 22, N. Y. Telephone: PLaza 3-4700 Cable Address: Emissarius, New York

November 8, 1944

RFM rec'd 11/24
and sent out St. Louis report with covering letter 11/30/44

Miss Frieda S. Miller
U. S. Department of Labor
Women's Bureau
Washington, 25, D.C.

My dear Miss Miller:

I was very interested in your letter and the report of the conference on Labor Legislation in St. Louis. We are certainly very anxious to help wherever we can in getting your material distributed. We have State Members in all states except in Kansas and Arkansas and Nebraska. Unfortunately, vacancies have just occurred in these states. The names and addresses of the others, however, are:

Illinois- - - - - -	Mrs. R.L. Baker- - - - - -	119 South Maplewood Avenue, Peoria
Indiana- - - - - --	Mrs. Wm. P. Snethen- - - -	1819 North Pennsylvania Street, Indianapolis
Iowa- - - - - - - -	Mrs. John McGill- - - - - -	3806 John Lynde Road Des Moines
Missouri- - - - - -	Mrs. E.V. Cowdry- - - - - -	5044 Westminster Place - an old friend of mine at St. Louis
Ohio- - - - - -- --	Mrs. Alvah Peterson- - - -	2039 Collingswood Road Columbus
Oklahoma- - - - - -	Mrs. Earl Foster- - - - - -	825 N.W. 41 Street Oklahoma City

This is a good group of women and in almost every instance, I think you will get cooperation.

We send a letter to our State Members about every six weeks and I shall be glad to include material at any time if you care to send it to me.

I will bring your report and letter to the attention of Miss Clara Hardin our new Secretary for Economic Education. If you hold a national conference on Labor Legislation later on in Washington, as you usually do, I hope you will find it possible to include her among those whom you invite.

Very sincerely yours,

Elsie D. Harper

EDH:sb

Elsie D. Harper
Secretary
Public Affairs Committee

New Mexico
State Labor and Industrial Commission

STATE LABOR AND INDUSTRIAL COMMISSION
CHARLES LEMBKE, CHAIRMAN, ALBUQUERQUE
H. H. WILLIAMS, RATON
JOE GRANITO, SANTA FE

WOMEN'S BUREAU
NOV 6 1944
DEPARTMENT OF LABOR

Santa Fe

ALDA E. JOINER
STATE LABOR COMMISSIONER

ADDRESS ALL COMMUNICATIONS TO
STATE LABOR AND INDUSTRIAL COMMISSION

NOVEMBER 3, 1944

FRIEDA S. MILLER
DIRECTOR, WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
DIVISION OF LABOR STANDARDS
WASHINGTON 25, D. C.

DEAR MISS MILLER:

RECENTLY THE STATE LABOR AND INDUSTRIAL COMMISSION OF NEW MEXICO, TOGETHER WITH REPRESENTATIVES OF LABOR AND THE CHILD WELFARE DEPARTMENT, HELD A JOINT MEETING IN ALBUQUERQUE, NEW MEXICO, REGARDING SUCH MATTERS AS YOU MENTION IN YOUR LETTER OF OCTOBER 17TH.

AS YET WE HAVE NOT WORKED OUT A DEFINITE PLAN FOR PROCEEDINGS IN OUR COMING LEGISLATURE REGARDING CHANGES IN ALL OUR LABOR LAWS. AS SOON AS WE HAVE REACHED A DEFINITE PLAN OF PROCEEDURE TO BE PRESENTED TO THE LEGISLATURE, WE WILL SEND YOU A COPY OF THE DOCUMENT.

SINCERELY YOURS,

Alda E. Joiner

ALDA E. JOINER
STATE LABOR COMMISSIONER

AEJ/vc

WILLIAM H. RILEY
LABOR COMMISSIONER

The State of New Hampshire

Office of
Bureau of Labor
Concord, N. H.

November 1, 1944

FILE NO.

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

My dear Miss Miller

Acknowledge receipt of your letter of October 17 enclosing summary of action taken at the regional conference of State Labor Commissioners and Civic Groups at St. Louis on October 2 and 3, for which I thank you.

Very truly yours,

William H. Riley

Labor Commissioner

R/B

U.S. DEPARTMENT OF LABOR
Washington 25, D.C.

Following the recommendations of a small exploratory conference in Washington, we called a regional conference on post-war State labor legislation in St. Louis on October 2 and 3. Attached is a summary of the action taken.

We are sending the summary to you at the request of the conference which believed it would be of interest as a guide to your post-war thinking and planning. As you know, in 1945, 44 State legislatures will convene and interested groups will wish to review labor laws in their States for their adequacy to meet post-war needs.

As we are all aware, reconversion will bring extensive adjustments in wartime employment. Not only will millions of returning veterans have to be fitted back into jobs, but what will happen to those workers who migrated to war industry centers? Will they wish to stay there or go home? How many women will want to remain in industry? Doing what? Heaviest women-employing trades in peacetime have always been low-paid service industries. What will happen to young workers? To older workers?

We cannot now foresee all the answers to these questions. In periods of uncertain shift such as that just ahead, sound labor laws can be of great value in maintaining minimum standards and purchasing power.

The St. Louis conference also hoped that similar conferences would be called elsewhere and that members of the group might be advised of programs adopted.

We should be greatly interested in your comments on the enclosed summary and in any suggestions you may care to send us for the improvement of programs in future regional conferences on post-war labor legislation.

Sincerely yours,

Frieda S. Miller

FRIEDA S. MILLER
Director, Women's Bureau

V. A. Zimmer

V. A. ZIMMER
Director, Division of Labor Standards

U. S. DEPARTMENT OF LABOR
Washington 25, D. C.

REPORT OF REGIONAL CONFERENCE ON POST-WAR LABOR LEGISLATION
St. Louis, Missouri
October 2 and 3, 1944

At the suggestion of various labor commissioners a regional meeting to discuss the work of State labor departments in the post-war period was called by the U. S. Department of Labor in St. Louis, October 2, 1944. After full discussion by the commissioners, the following program was approved and submitted by W. J. McCain, Commissioner from Arkansas, to representatives of labor and civic organizations joining the conference on the following day:

Labor Commissioners of this area recognize the importance of immediate planning for the post-war period to provide the maximum of job opportunities at decent standards of employment. State legislation must play an important part in this program. It is recommended that our states which do not have such legislation should take steps now to secure passage of the following measures at their 1945 legislative session.

1. A minimum wage law to fix a bottom for wages for women and minors, that law to provide
   (a) A minimum flat rate to apply to every industry and occupation covered.
   (b) Establishment of wage boards with authority to fix higher rates when called for and to make administrative regulations to safeguard the minimum rates.
   (c) Provision for men to be paid not less than the minimum rate set for women and minors.
2. A maximum 8-hour day and 48-hour week law for women.
3. An act providing that on any job employing both men and women, the wage rate shall be fixed for the job.
4. An act to give the Commissioner power to collect unpaid wages.
5. An act prohibiting industrial homework.
6. An act to regulate private employment agencies.
7. (a) An act establishing a 16 year minimum age for employment in any occupation during school hours.
   (b) An act establishing a 16 year minimum age for employment in manufacturing at any time.
8. An act creating a second injury fund.

The Commissioners here represented reassert our convinction that it is a basic responsibility of State Labor Departments to enforce the Health and Safety Laws which protect the workers of our states; that these should be strengthened both in administration and by an active and agressive safety campaign.

Finally, it was the consensus that emergency acts intended to relax labor laws for the sole purpose of expediting war production must be limited to the period of hostilities in Europe. Further, we foresee a period of great activity for State Labor Departments arising out of the problem which the reconstruction period will bring and accordingly stress the need for adequate appropriations and trained personnel to handle them.

In submitting this report, Commissioner McCain discussed the "Equal Rights" Amendment and put the labor commissioners on record as opposing it as unrealistic and contrary to their position in support of legal standards for working women.

Mr. McCain further pointed out the activity of the Public Health Service in attempting to usurp functions of departments of labor in the field of health and safety. He cited experiences in his State in which the health department had assumed jurisdiction without legal authority and then had done nothing to clean up conditions. He expressed the belief of labor commissioners that doctors are not equipped to protect labor's interests in working conditions.

There was a full discussion of the various items included in Mr. McCain's report. Unanimous support was given for each item except for one question - that of including men under State minimum wage laws. Reservations concerning this inclusion were made on the part of Mr. Theiss and Mr. Bradley, American Federation of Labor representatives.

Mr. Theiss brought up the question of guaranteed annual wages. No action was taken.

The attention of the conference was called to interpretations of, and amendments to, unemployment insurance acts which whittle down coverage through rigid interpretation of availability for work and suitability of the job offered. Stress was laid upon the necessity for watching these points if these acts are to serve workers as intended and not be used as instruments to drive them into poorly paid and otherwise unfair jobs. There was also a demand for higher benefit rates and longer duration. It was suggested that general coverage of occupational disease laws under workmen's compensation should be added to the list of legislative items. This was agreed to.

The conference discussed the need for unions and voluntary agencies to work for these laws; also to support State departments of labor and their standards of labor law administration, in order to assure effectiveness of laws once passed.

It was suggested that publicity be given to the program of the conference. After discussion, it was decided that this could best be done by sending out a statement covering the items on which substantial agreement had been reached to interested individuals and organizations in the area. Many present felt they could use such a statement as a basis for reporting to cooperative agencies in their own States, and for getting a wider support for the program. A request was made and accepted by the chairman to interchange reports among those attending a series of regional conferences, so that those in each region might be informed concerning what matters were of interest and what decisions were taken by conferences in other regions.

Form 522.160(c)
U. S. Department of Labor
Wage and Hour Division
Washington, D. C.

N O T I C E

Of the Filing of an Application for a Special
Certificate to Employ Learners at Less Than the
Minimum Wage Applicable Under the Fair Labor
Standard
and Alli

This NOT
place in
the date
issued o
If a cer
place of

TO ALL EMPLOYEES OF THE___

Ohio
Ark
Del.
Okla.
Ind.

[illegible]

Form 522.160(c)
U. S. Department of Labor
Wage and Hour Division
Washington, D. C.

N O T I C E

Of the Filing of an Application for a Special Certificate to Employ Learners at Less Than the Minimum Wage Applicable Under the Fair Labor Standards Act of 1938 in the Single Pants, Shirts, and Allied Garments and Women's Apparel Industries

- - - -

This NOTICE is to be kept posted in a conspicuous place in the plant where employees can see it from the date application is made until a certificate is issued or the application is denied or withdrawn. If a certificate is issued it must be posted in place of the Notice.

Date_____

TO ALL EMPLOYEES OF THE_____
(Name of Company and Plant Address)

Room 1320

Miss Mc Farland Mc 2/00

States Represented at St L conf.

Ohio
Indiana
Illinois
Nebraska
Iowa
Kansas
Missouri
Arkansas
Oklahoma

Elsie Harper
Montana Women's Christian Temperance Union
for each state

W.C.T.U.
Cora Leaford

State presidents
Interdenominational
Religious Economic
Press Supt. attended
All W.C.T.U. pres. at the Conf
in the 9 States

Congress of Industrial Organizations

REGIONAL OFFICE
717 COMER BUILDING
PHONE 3-3696
Birmingham 3, Alabama

NOEL R. BEDDOW.
REGIONAL DIRECTOR

CAREY E. HAIGLER.
ASSISTANT DIRECTOR

October 31, 1944

WOMEN'S BUREAU
NOV 2 1944
DEPARTMENT OF LABOR

Miss Freida S. Miller
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I certainly appreciate the summary of action taken by the regional conference on post war state legislation in St. Louis.

The summary is most interesting and will prove quite valuable to our organization when the Alabama Legislature convenes in 1945. Any additional information that will assist this office in preparing the program for the next Legislature will certainly be appreciated.

I, too, hope that conferences similar to the St. Louis meeting will be called, particularly in the South.

Sincerely yours,

Carey E. Haigler

Carey E. Haigler
Regional Director

CEH/ww

copy sent Dwyer 11/6

From Lucille Buchanan - "6 — 1 0 8 1 1 2
St Louis Co."

Dear _____,

The Bureau of Labor Statistics, U. S. Department of Labor, made a study of pay-rolls in certain service trades in the state of Missouri, such as hotels, laundries and restaurants. This survey revealed some startling facts concerning wages paid to many of the workers. The following statements are <u>facts</u> based on copies of pay-rolls:

In January 1944, some Kansas City restaurants and cafeterias were paying vegetable preparers 25¢ an hour, and 32¢ per hour for kitchen helpers. Dish washers, both hand and machine, received 33¢ an hour. These wage rates applied to men as well as women. Waitresses in some establishments were paid 16¢ per hour and counter attendants 31-1/2¢ hourly.

A similar survey in April, 1943, revealed even lower rates for the above occupations in Kansas City, St. Louis and St. Joseph. Some dish washers received as low as 11.4¢ per hour in St. Joseph and 15¢ per hour in St. Louis and Kansas City.

Elevator operators in hotels in St. Louis and Kansas City were receiving less than 20¢ per hour. General clerks in some hotels in Kansas City were receiving as low as 16¢ per hour, plus two meals daily. Women workers in the linen room at certain hotels in St. Louis were paid 13¢ per hour and maids as low as 14¢ per hour.

Laundries in some parts of the state, including St. Louis, are still paying low wages. The April 1943 study of pay-rolls in Kansas City, St. Louis and St. Joseph showed that some women were receiving as low as 24¢ per hour -- some men as low as 30¢ per hour. The entrance rate of "learners" and "inexperienced" help was as low as 22-1/2¢ an hour in St. Louis. In some small towns the minimum rate was under 20¢ per hour. Some increases in wage rates have been granted since April, 1943, but in many laundries throughout the state the same wage rates still exist.

In Kansas City, due primarily to the labor shortages, laundries have been forced to substantially increase their wage rate. The January 1944 survey indicated that quite a number of laundries now have a minimum rate of 40¢ an hour. Are we going to allow these wage rates to drop back again to the old starvation laundry wage?

Workers in the service industries are not protected by the Federal Wage-Hour law which makes a minimum of 40¢ an hour compulsory. Only industries in inter-state commerce are covered by the Federal Wage-Hour law. Workers in service industries do not, except in rare instances, receive time and one-half pay for work over 40 hours per week. In laundries, hotels and other service industries the employees need the protection of a state law.

Twenty-six states, the District of Columbia, Alaska, Puerto Rico and Hawaii have a minimum wage law. Missouri has none!

A group of interested citizens are vitally concerned and hope to secure the passage of a Minimum Wage Law for the state of Missouri, which will assure workers not protected by Federal legislation, such as in hotels, laundries, restaurants and other service trades, a minimum living wage.

The Committee asks your cooperation in this endeavor. We will be glad to welcome a representative of your organization on one of the committees to publicize these facts and assist in securing the appropriate legislation.

Will you help? Are you interested?

Sincerely,

Business and Professional Women

Altrusa Club

Pilot Club

U. S. Department of Labor
WOMEN'S BUREAU
Washington

January 14, 1943

First Draft: Tentative

AN ACT TO ABOLISH SEX DISCRIMINATION IN THE PAYMENT OF WAGES

Section 1. Wage Rates. No employer shall discriminate in any way in the payment of wages as between the sexes, or shall pay any female in his employ salary or wage rates less than the rates paid to male employees for work of comparable character or work on comparable operations.

Section 2. Inspection. The Commissioner of Labor shall have the power and it shall be his duty to carry out the provisions of this Act. For this purpose, the Commissioner, or his authorized representative, shall have the right to enter places of employment, to inspect pay rolls, to compare character of work and operations on which employees are engaged, to question employees, and to take such other action as is reasonably necessary to determine compliance with this Act.

Section 3. Collection of Unpaid Wages. Any employer who violates the provisions of Section 1 of this Act shall be liable to the employee or employees affected in the amount of their unpaid wages, and in an additional equal amount of liquidated damages. Action to recover such liability may be maintained in any court of competent jurisdiction by any one or more employees for and in behalf of himself or themselves and other employees similarly situated, and any agreement between the employer and any such employee to work for less than the wage to which such employee is entitled under this Act shall be no defense to such action. The court in such action shall, in addition to any judgment awarded to the plaintiff or plaintiffs, allow a reasonable atorney's fee to be paid by the defendant, and costsof the action. At the request of any employee paid less than the wage to which he is entitled under this Act, the Commissioner may take an assignment of such wage claim in trust for the assigning employee and may bring any legal action necessary to collect such claim, and the employer shall be required to pay an additional equal amouht of liquidated damages, together with the costs of the action and such reasonable attorney's fees as may be allowed by the court. The Commissioner shall not be required to pay the filing fee, or other costs, in connection with such action. The Commissioner shall have power to join various claimants against the employer in one cause of action.

Section 4. Penalties. Any employer who violates any provision of this Act, or who discharges or in any other manner discriminates against any employee because such employee has made any complaint to his employer, the Commissioner, or any other person, or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, shall, upon conviction thereof, be punished by a fine of not less than_____dollars, or more than_____dollars, or by imprisonment for not less than_____days, or more than_____days, or by both such fine or imprisonment. Each day a violation shall continue shall constitute a separate offense.

U. S. DEPARTMENT OF LABOR 143
WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return ✓
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		Note: Return to Schaefer to send to Beyer
	Smith, F.		
	Spring.		
	Stitt.		
	Files.		

OPO 16—24460

~~Miller~~ ✓
~~Arnold~~

sent 11/6

CONNECTICUT



BOR AND FACTORY INSPECTION
MENT COMPENSATION
ATE EMPLOYMENT SERVICE
ARTFORD

ADDRESS ALL COMMUNICATIONS TO THE COMMISSIONER

ber 30, 1944



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I have examined the summary of the Regional Conference with care. Connecticut already has a minimum wage law which includes men, as well as women and minors under its provisions. The Department, however, feels that a minimum wage law is not adequate to deal with all under-paid employments. We have drafted an act on wages and hours of employment which follows the pattern of the Federal Wage and Hour Act. This will be introduced at the forthcoming legislative session.

The Department has also drafted a bill providing for an eight-hour day, and a forty-eight hour week, applying to women and minors under 18.

We have no legislation on the statute books requiring that wage rates shall be fixed for the job, and no bill has been drafted to deal with this subject.

The power to collect unpaid wages is extremely vague in Connecticut, but the Department is not advocating any measure to deal with this subject at the next session.

The legislation concerning industrial homework in Connecticut is quite adequate. Industrial homework is illegal, except for those employers who have secured certificates, entitling them to employ persons for processing goods in their homes. Industrial homework which was, previous to 1935, a very great evil, has almost disappeared in the State.

We have not prepared a bill to regulate private employment agencies for this session. We have made several attempts in previous years, but with no success. The Commissioner has decided to let the matter rest for the time.

The Department is introducing an amendment to the 16-year minimum age act which includes all industries and occupations, except agriculture, domestic service,

STATE OF CONNECTICUT

DEPARTMENT OF LABOR AND FACTORY INSPECTION
UNEMPLOYMENT COMPENSATION
CONNECTICUT STATE EMPLOYMENT SERVICE
HARTFORD

CORNELIUS J. DANAHER
COMMISSIONER

ADDRESS ALL COMMUNICATIONS TO
THE COMMISSIONER

October 30, 1944

WOMEN'S BUREAU
NOV 1 1944
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Director, Women's Bureau
United States Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Your letter of October 17, enclosing a summary of the Regional Conference on Post-War Labor Legislation, and your letter of October 23, inquiring about the status of Connecticut's war order No. 11, have been referred to me for reply.

I have examined the summary of the Regional Conference with care. Connecticut already has a minimum wage law which includes men, as well as women and minors under its provisions. The Department, however, feels that a minimum wage law is not adequate to deal with all under-paid employments. We have drafted an act on wages and hours of employment which follows the pattern of the Federal Wage and Hour Act. This will be introduced at the forthcoming legislative session.

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The Department is introducing an amendment to the 16-year minimum age act which includes all industries and occupations, except agriculture, domestic service,

and the sale or distribution of newspapers. If this bill is passed, it will greatly simplify and unify the administration of their age and employment legislation.

The Connecticut Department of Labor and Factory Inspection has nothing to do with the administering of the Workmen's Accident Compensation Law; hence, we have not prepared any bill providing for a second injury fund. I am told by the chairman of the Workmen's Compensation Board, however, that at least one such bill is in preparation and will be introduced in the next session. I shall be glad to receive copies of any such bills prepared in the United States Department of Labor.

In regard to the war order suspending the night work prohibition for women employed in restaurants, I have to inform you that this order was renewed as of August 1 for another period of six months.

Trusting that I have given you the information you desire, I am

Yours sincerely,

Cornelius J. Danaher
COMMISSIONER

By

Royal Meeker
Administrative Assistant

RM:g

1

Letters sent Nov 1, 1944

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
NATIONAL HEADQUARTERS, 1634 I STREET, N.W.
WASHINGTON 6, D. C.

October 30, 1944

Mrs. Nyswander
Information Division
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Mrs. Nyswander:

Enclosed I am sending you the names and addresses of the AAUW State Presidents, State Legislative Chairmen, and State Economic and Legal Status of Women Chairmen in the nine states you mentioned, so that you may send to them the report of the conference on labor legislation held in St. Louis recently, attended by Miss Lillian Stupp for the AAUW. Miss Stupp is Education Chairman of the St. Louis AAUW Branch.

Sincerely yours,

Frances Valiant Speek

Frances Valiant Speek
Secretary to Committee on Economic and Legal Status of Women

Enc.



CHAIRMAN
EC. AND LEGAL
STATUS OF WOMEN

Mrs. J. Clare George,
219 Dennison Ave.
Elyria, Ohio

Miss Maude Arthur,
518 S. Water,
Crawfordsville, Ind.

Miss Hilda Stein,
908 South Forest St.
Carbondale, Ill.

Miss Lucile Ledwith,
2908 Georgian Court,
Lincoln, Nebr.

Mrs. Carl N. Ettinger,
2635 Beaver Ave.
Cedar Rapids, Ia.

Mrs. T.H. Cronemeyer,
719 South Katy,
Chanute, Kans.

Mrs. E.M. Stafford, Jr.
419 Dal Whi Mo Court,
Sedalia, Mo.

Mrs. A.J. Collins,
1118 Ferguson St.,
Texarkana

Miss Alma Lois Rodgers,
418 N. 14th,
Muskogee, Okla.

	PRESIDENT	LEGISLATIVE CHAIRMAN	CHAIRMAN EC. AND LEGAL STATUS OF WOMEN
OHIO -	Mrs. John Supplee, 1724 Euclid Ave. Zanesville, Ohio.	Mrs. O.I. Martin, Bird Road, RFD #6 Springfield, Ohio	Mrs. J. Clare George, 219 Dennison Ave. Elyria, Ohio
INDIANA -	Mrs. R.W. Holmstedt, 912 E. First St. Bloomington, Ind.	Mrs. Everett M.Schofield, R.R. 12, Box 89, Indianapolis 44.	Miss Maude Arthur, 518 S. Water, Crawfordsville, Ind.
ILLINOIS-	Dr. Elizabeth K.Lawson, Eastern Ill. State Teachers College, Charleston, Ill.	Mrs.W.M. Bain, 1 175 Linden Ave. Oak Park, Ill.	Miss Hilda Stein, 908 South Forest St. Carbondale, Ill.
NEBRASKA-	Miss Martha Fulton, 3303 Hamilton St. Omaha, Nebr.	Mrs. A.E. Burke, 802 W. 25th St. Kearney, Nebr.	Miss Lucile Ledwith, 2908 Georgian Court, Lincoln, Nebr.
IOWA -	Miss Willetta Strahan, Muscatine Junior College, Muscatine, Iowa	Mrs. Joseph Smith, 1222 47th St. Des Moines, Ia.	Mrs. Carl N. Ettinger, 2635 Beaver Ave. Cedar Rapids, Ia.
KANS. -	Mrs. Justus Fugate, 132 South Fountain, Wichita, Kans.	Mrs. Earl McCrumb, 1022 Randolp, Topeka, Kans.	Mrs. T.H. Cronemeyer, 719 South Katy, Chanute, Kans.
MISSOURI -	Dr. Laura J. Nahm, Central Mo. State Teachers College, Warrensburg, Mo.	Miss Blanche Camden, 201 W. McCarty St., Jefferson City, Mo.	Mrs. E.M. Stafford, Jr. 419 Dal Whi Mo Court, Sedalia, Mo.
ARK. -	Mrs. J.W. Ramsey, 720 S. 25th St. Fort Smith, Ark.	Miss Aurelle Burnside, 206 Federal Bldg. Fort Smith, Ark.	Mrs. A.J. Collins, 1118 Ferguson St., Texarkana
OKLAHOMA -	Miss Leita Davis, 312 E. Wayne Ave. Edmond, Oklahoma.	Miss Ona Raines, 1526 E. 14th St. Tulsa, (5) Okla.	Miss Alma Lois Rodgers, 418 N. 14th, Muskogee, Okla.

October 30, 1924

Miss Elizabeth Magee
314 Engineers Building,
Cleveland, Ohio

Dear Miss Magee:

We are planning to send out copies of the enclosed report of the St. Louis conference on labor legislation to State branches of national women's organizations, in those States represented at the conference (Arkansas, Illinois, Indiana, Iowa, Kansas, Missouri, Nebraska, Ohio, Oklahoma). Do you want to send me names of Consumers' League people? The one sheet report is enclosed, with the letter to accompany it.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

October 31, 1944

Miss Elsie Harper
National Board, Y.W.C.A.,
600 Lexington Ave.,
New York, N.Y.

Dear Miss Harper:

We wish to send a brief report of a conference on labor legislation that was held in St. Louis the first part of October, at which labor commissioners from 9 States in the Middle West attended, to State representatives of national women's organizations, in those States. The Y.W.C.A. was one group we hoped to reach, and if you consider this a good idea, do you think the State chairman for public affairs would be the one to receive this and then notify the industrial secretaries as she thinks best?

The nine States are Arkansas, Illinois, Indiana, Iowa, Kansas, Missouri, Nebraska, Ohio, and Oklahoma.

There are so many local Y.W.C.A. clubs in these States we don't know quite how to proceed. If you can advise us, I shall appreciate it very much.

The one-sheet report is enclosed, with the letter that will accompany it.

If your State chairmen for public affairs are the right group for us to clear through, can you send us their names for the 9 States?

Sincerely yours,

Frieda S. Miller,
Director

FSM:RN:gmc

Nyswander

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller DATE: Oct. 30, 1944

FROM : Rachel F. Nyswander

SUBJECT: Distributing report on St. Louis conference

The following women's organizations have been reached -

1. AAUW - Mrs. Speek is sending me the names of the State chairman, the State legislative chairman, and the State chairman of of the committee on the economic and legal status of women, for the 9 States involved, so that the report can be sent them.
2. NWTUL - Miss Christman is sending an up-to-date list of their membership, so names can be picked out.
3. NLWV - Mrs. Nason suggested that I send copies of the report and the letter (yours and Mr. Zimmer's), for her to send out; where a State league doesn't exist, there may be a local branch at least. She will send carbons of the letters sent out to me.

I trust this decision was all right

4. YWCA - Not yet worked out.
5. National Consumers' League - Letter sent to Miss Magee asking for names she wants the report to go to.

File

STATE OF MISSOURI
LABOR AND INDUSTRIAL INSPECTION
DEPARTMENT
JEFFERSON CITY

ORVILLE S. TRAYLOR
COMMISSIONER

WOMEN'S BUREAU
OCT 26 1944
DEPARTMENT OF LABOR

October 24, 1944

Frieda S. Miller
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Madam:

We would appreciate very much receiving the suggested drafts of bills on all subjects recommended for state legislation by the St. Louis conference. We note the exceptions on the minimum wage law which will not be included in the drafts of bills.

We hope to present to the Missouri State Legislature a group of bills which will materially strengthen the Missouri State Labor Department providing we can secure their passage.

We enjoyed having the conference in St. Louis and hope you will again pay us a visit at your next opportunity.

Yours sincerely,

Orville S. Traylor

Orville S. Traylor
Commissioner

OST:jl

Copy to Miss Begun
Copy to Elsie Wolfe
10/26/44

Files

U. S. DEPARTMENT OF LABOR

ROUTING SLIP

DATE Oct. 26,1944

To- Mrs. Beyer

-From Miss Miller

Referred for—

- [ ] Approval
- [ ] Comment
- [ ] Digest
- [ ] Discuss with me
- [ ] File
- [x] Information
- [ ] Memo
- [ ] Previous correspondence
- [ ] Reply
- [ ] Report
- [ ] Return
- [ ] Signature

[ ] Reply for signature of _____

Remarks: Attached copy of reply re St. Louis conference material, from Orville S. Traylor, Commissioner of Labor, Jefferson City, Mo.

F MISSOURI
STRIAL INSPECTION
RTMENT
SON CITY

24, 1944

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on all subjects recommended
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Yours sincerely,

Orville S. Traylor

Orville S. Traylor
Commissioner

OST:jl

Copy to Mrs Beyer
Copy to Miss Wolfe
10/26/44

File

JOHN MORRISON
COMMISSIONER
JOHN P. KIEFFER
ASSISTANT COMMISSIONER

STATE OF KANSAS

DIVISIONS—
UNEMPLOYMENT COMPENSATION
WOMEN'S AND CHILDREN'S
FACTORY, MILL AND MINE
WAGE-HOUR
RESEARCH

LABOR DEPARTMENT

801 HARRISON
TOPEKA

WOMEN'S BUREAU
OCT 2 0 1944
DEPARTMENT OF LABOR

October 23, 1944

Mr. V. A. Zimmer
Director, Division of Labor Standards
U. S. Department of Labor
Washington 25, D.C.

Dear Mr. Zimmer:

This will acknowledge and thank you for your communication of October 17 and the attached report of the regional conference on post-war labor legislation in St. Louis on October 2 and 3. It is pleasing to note the progressive action of the conference with respect to the 8 recommendations. I am especially pleased to note that suggested drafts of these subjects are available. It is quite possible that we may avail ourselves of this service prior to the coming session of our legislature.

I again thank you for your kind consideration and cooperation,

Yours very truly,

John Morrison.

JOHN MORRISON
Labor Commissioner

JM:vm

cc/ Frieda S. Miller, Director, Women's Bureau

COPY

Sent to labor commissioners in 48 States, Alaska, Hawaii, and Puerto Rico

Women's Bureau

Files



Women's Bureau

October 17, 1944

Mr. Frank R. Broadway, Director
Industrial Relations
Department of Industrial Relations,
Montgomery, Alabama

Dear Mr. Broadway:

Following the recommendations of a small exploratory conference in Washington, a regional conference of State labor commissioners, labor and civic groups was called in St. Louis on October 2 and 3 to discuss post-war labor legislation. Attached is a summary of the action taken.

In 1945, 44 State legislatures will convene and by that time the problems of reconversion will be upon us. They will undoubtedly bring added responsibilities to State labor commissioners and may place considerable strain on labor standards.

This conference recommended that all State labor commissioners be advised of the results of this and subsequent conferences as a guide to their thinking and planning for the reconversion and post-war periods.

We have available suggested drafts of bills on all subjects recommended for State legislation by the St. Louis conference except on a minimum wage law including men. A draft on this is in process for such States as may be interested. The drafts were prepared at various times in the past by committees of State labor administrators, labor representatives and other authorities on the subject concerned.

We should greatly appreciate your suggestions for improvement of program at future regional conferences on this vital subject.

Sincerely yours,

FRIEDA S. MILLER
Director, Women's Bureau

V. A. ZIMMER
Director, Division of Labor Standards

U. S. DEPARTMENT OF LABOR

St. Louis Conference on State Labor Legislation

October 2-3, 1944

SUGGESTED AGENDA

MB - Send Equal rts. material to Comm'rs for

Monday, October 2 - 10 a.m.

Purpose and brief summary of coverage of conference

Employment and Wage trends during the war and outlook during reconversion and post-war periods

Circulate 1-page statements of Stewart and Myers
Ask BLS to summarize regional high-lights briefly and stand by to insert pertinent facts on various legislative subjects

Brief discussion of equal rights amendment and labor laws affected by it

State regulation of wages in reconversion and post-war periods

Types of minimum wage laws

Equal pay for equal work laws

Wage payment and wage collection laws

Statute of limitations

State regulation of hours of work in reconversion and post-war periods

Shorter hours through further limitation of women's hours? Other means?

Adjournment for lunch

Oct. 2 - 2 p.m.

State regulation in reconversion and post-war periods of special problems of women workers (brief)

Industrial home work (brief)

Child labor

Safety and health

Inspection services - accident statistics, adequate appropriation, training of inspectors, fee system

Workmen's compensation

Second-injury funds

Private employment agencies

Support — Administration - Funds, personnel

Appointment of committee to prepare summary of discussion and possible recommendations for next day's conference

Adjournment

Evening Session -

St. Louis Committee for Minimum Wage Legislation

Tuesday, October 3, 9:30 a.m.

Purpose of conference and its extension to labor and women's groups

Report of preceding day's deliberations by a State Commissioner

Is further State regulation of wages needed in your State?

How can you garner support for it?

Same question for each of other recommendations of preceding day

Summary.

Agenda - Legislative Committee Meeting October 2nd, 1944

A - Informational:

1. Discussion on summary report on hourly earnings in the State of Missouri - B. L. S.

(over) 2. Need for state legislation to protect workers in Service Industries - an overall picture.

- Miss Miller or Mrs. Beyer

3. Types of bills and coverage

- Miss Miller or Mrs. Beyer

B - Business:

1. Best methods of contacting candidates for State Legislature before election.

   a. Inviting candidates to meet with Com. and discuss need for such legislation.

   b. Personal contact by individual Com. members.

   c. Letters and cards.

2. Date for next meeting.

3. Appoint a nominating Com. to select Chairman.

4. Appoint a Committee to draft the bill.

Points that might be emphasized under A-2

1. Present wage rate in these industries does not provide a living wage.

3. Many skilled workers and returning veterans will be forced into Service Industries.

2. Physical unfitness of 1/3 of our population due primarily to lack of proper food, medical services etc. . . .

4. Mfg. cannot supply enough jobs.

5. Expansion predicted in Service Industries

6. Workers ~~did~~ not covered by Fed. Wage Hr. Law do not receive o.t. pay.

7. Action taken in other states. - Past & present

Reservations for Legislative Com. Dinner

Christ Church Cathedral - October 2nd, 1944

6:15 P.M.

Marie Kiely	-	Amalgamated Clothing
Elizabeth Magee	-	Nat. Consumer's League
Mrs. Kate Carr	-	Women's Trade Union League
" Evelyn Gardner	-	Civil Service
Mrs. Clara Beyer	-	U. S. Dept. of Labor (Div. of Labor Standards)
Miss Frieda Miller	-	" " " " Director Women's Bureau
" Margaret Hickey	-	Nat.Pres.Bus.& Prof. Women's Club
Mrs. Frances Fivecoat	-	Pres. Altrusa Club
" E. V. Cowdry	-	Y. W. C. A. Bd.
Miss Jane Dickey	-	" " " Gen. Secretary
" Frances Munn	-	" " " Bus. & Ind. Sec'y.
Mrs. Wm. Walsh	-	Council of Catholic Women
Mr. John Rollings	-	A. F. L. (Central Body)
(No name)	-	" Rep. of Legislative Com.
Miss Connie Williams	-	Women's Bureau
" Elsie Wolfe	-	" "
Mr. Oscar Erhardt	-	C. I. O. Council
" James Davis	-	" "
Mrs. Helen McLaughlin	-	" "
" George Gellhorn	-	League Women Voters
" Cooper	-	" " "
(No name)	-	Liberal Voters League
Mr. Otis Clark	-	Bur. Labor Statistics

Mr. Orville Traylor	-	State Labor Commissioner
" John Arthur Taylor	-	M. E. Church (Colored)
Lula Taylor	-	" " "
Thelma Trotman	-	" " "
Minnie Brown	-	" " "
Madge Walker	-	U. S. E. S.
Mrs.George Trickett		
" Laura Rogers	-	Social Worker's Union
" Jennie Buckner	-	Urban League
" Mary Broussard		
" Frances Estill	-	Per.Counselor (Gen.Cable Corp.)
" Inez Bruno	-	United Garment Workers
Miss Lillian Sagorski	-	Bus. & Prof. Women's Bluc
Mrs. Mae Moore	-	" " "
Miss Rita Overbeck	-	I. L. G. W. U.
" Eva Lloyd	-	" "
Mr. Ben Gilbert	-	" "
" Frank Rother	-	" "
" Walter King	-	Wage & Hr.Div. (Regional Div.)
Mrs. Moss		
Rep.from Mo.State League of Women Voters		
Deloris Coy	-	Washington University
Carl McCandless	-	" " (Pol.Science)

Rev. Milton Thompson	- Presbyterian (Negro)
" Russell Brown	- Methodist "
Mrs. Jessie Stephens	- Ind. Personnel Women (Curtiss-Wright)
Mr. C. H. Martin	- Chamber of Commerce
" Victor Harris	- Attorney
Dr. Arthur Brix	- Vet. of Foreign Wars
Mr. Harry O'Neal	- St. Louis University
Father Leo Brown	- " " "
Mrs. Louis Gibson	- Pilot Club
" Adela Spitzfaden	- Industrial Personnel Women (Lincoln Engineering
" Mary Hagist	- I. P. W. Continental Can
Father Leo Byrne	- Catholic Charities
" Andrews	- St. Elizabeth's Church
Dr. Lawrance Plank	- First Unitarian Church
Mr. Lubbock	- American Legion
Virginia Mueller	- I. P. W. (Amertorp Corp.)
Representative for Rabbi Isserman (Temple Israel)	
Dr. Clarke	- Second Presbyterian Church
Mrs. Beryl Sloop	- Federation of Churches
" Mary Ryder	- W. T. U. L.
" Helen Cunningham	- U. S. E. S.
" Flora Bergman	- " "
Mr. Bishop	- Ldy. Worker's Union
" Gallagher	- " " "

Julie Aulsburg - Red Cross
Helen Haisch - Children's Bureau

List of Organizations Represented on the Legislative Committees

Federation of Churches

Individual Churches within the Federation

Council of Catholic Women

Individual Catholic Churches

Council of Jewish Women

University Faculty Members

Urban League

P E O

League of Women Voters

Y. W. C. A.

Missouri Council for Legislation

C. I. O. Council

Individual C. I. O. Unions

State Federation of Labor

Individual A. F. L. Unions

Women's Trade Union League

American Association of University Women

Industrial Personnel Women

Women's Chamber of Commerce

Business and Professional Women

Altrusa Club

Pilot Club

American Legion

Veterans of Foreign Wars

Chamber of Commerce

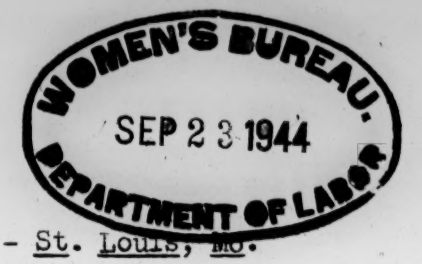
Mrs. Beyer, Room 6326 Sept. 25, 1944

Miss Miller

St. Louis Conference

Miss Wolfe has sent the attached list of acceptances received in the St. Louis office.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25



Regional Post War Legislation Conference - St. Louis, Mo.

LIST OF ACCEPTANCES

Official letter received in the St. Louis Regional Office from the following delegates:

W. A. Pat Murphy, Com. of Labor, Oklahoma
H. A. Bradley, Pres., International Council of Chemical and Allied Industries Unions, Akron, Ohio
W. J. McCain, Com. of Labor, Little Rock, Arkansas
Thomas R. Hutson, Com. of Labor, Indiana
A. A. Couch, Pres., Iowa State Federation of Labor
Walter Frisbie, Ind. State Industrial Union Council
Elizabeth Magee, National Consumers' League
Mr. Wendele, Reg. Office, Kansas City, Wage and Hour
Mr. O'Toole, Information Rep., U. S. Dept. of Labor, Kansas City
Helen Haisch, Reg. Office, Kansas City, Children's Bureau
Miss Freida Miller, Women's Bureau, Washington
Mrs. Clara Beyer, Division of Labor Standards, Washington
* Irwin DeShettler, C.I.O. Regional Office, Kansas City
* Louis J. Meyers, Chief Inspector, Dept. of Labor, Chicago
* Charles Wills, Dept. of Labor, Chicago, Illinois
Lucille Buchanan, Division of Labor Standards, Washington
Beatrice McConnell, Children's Bureau, Washington
* Gwen Geach, Children's Bureau, Washington
* Bruce A. Greene, Division of Labor Standards, Washington
* Peter Seitz, Solicitor's Office, Washington
* Mr. Dille, National Wage and Hour Office, New York
John Parrish - B.L.S. Chicago
John Stevens, Missouri Dept. of Labor

Delegates who do not desire rooms:

Mr. Walter King, Wage and Hour Office, Kansas City
Orville Traylor, Commissioner of Labor, Missouri
Margaret Hickey, Chairman, Women's Advisory Committee, WMC
Mrs. Kate Carr, President, Women's Trade Union League, St. Louis
R. R. Logsdon, President, Industrial Union Council, CIO, St. Louis
Helen Wood McLaughlin, Social Planning Council, St. Louis
Frances R. Munn, Y.W.C.A. St. Louis
Mary E. Ryder, Sec-Treas. Women's Trade Union League, St. Louis
E. P. Theiss, Organizer, A.F.L. St. Louis, Mo.
R. J. Kennedy, Safety and Health, Division of Labor Standards
Mrs. George Gellhorn, Pres., League of Women Voters, St. Louis
James A. Davis, Sec-Treas., Mo. State Ind. Union Council, St. Louis

* Acceptances received in Washington, according to letter from Lucille Buchanan, dated Sept. 14. No verification in Regional Office, St. Louis.

Lillian Stupp - A.A.U.W., Univ. City, Mo.

Elsie Wolfe

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON 25

Regional Office
529 New Federal Building
St. Louis, 1, Missouri

September 23, 194



Miss Frieda Miller, Director
Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

copy sent to Mrs Beyer 9/26 SLS

Dear Miss Miller:

I am enclosing a copy of the letter sent to Mr. Morrison, State Labor Commissioner of Kansas. The list of acceptances was mailed to you yesterday afternoon.

The next meeting of the Legislative Committee in Kansas City will be the night of October 4. Since the members are insistent that I meet with them again it will be necessary for me to leave St. Louis on the night train October 3. I tried to get reservations on the morning train October 4, but have been unable to get anything that day.

While I am in Kansas City I hope to go on to St. Joseph and try to get a committee started there before leaving for Washington.

Our Legislative Committee meeting in St. Louis on October 2 seems to be gaining momentum so that we will probably have quite an interesting group of men and women. I haven't had time as yet to think seriously about the points I want you and Mrs. Beyer to emphasize but I shall do so before you arrive in St. Louis.

Yesterday I spoke on the need for a state minimum wage law at the monthly meeting of the Missouri Council on State Legislation. On Tuesday night the Business Women's Chamber of Commerce invited me to speak at their dinner meeting so I thought it was a good opportunity to tell them about the minimum wage program too, even though I don't expect much support from that organization. The President of the Chamber of Commerce hasn't made up his mind whether the C. of C. will be represented at our meeting on October 2.

Monday morning I was invited to a breakfast meeting on Workers' Education. All the top labor leaders were there, also the President and Vice-President of the Chamber of Commerce and other city dignitaries, including the President of St. Louis University and a representative from Washington University. There were about 20 people present.

I would like to stop off in Cincinnati and take a day or two of annual leave en route Washington, if that meets with your approval. I am planning to leave here on the midnight train October 9, and will be in Washington on October 12, at 7:30 a.m.

I hope to see you on Sunday, October 1.

Sincerely,

Elsie Wolfe

Elsie Wolfe

EIW:cw

enc.

C
O
P
Y

September 22, 1944

Mr. John Morrison
Labor Commissioner
801 Harrison
Topeka, Kansas

Dear Mr. Morrison:

Upon checking the list of acceptances to our Regional Conference on Post War Legislation in St. Louis, October 2 and 3, I was disappointed not to find your name nor Mrs. Kennedy's. If it is not possible for you to come for both days, couldn't you attend on October 2 which will probably be the most important day for the Department of Labor officials.

I hope you will send a representative of your department if you are unable to come.

Sincerely,

/s/ Elsie Wolfe

Elsie Wolfe
Regional Representative

EIW:cw

Mrs. Beyer, Room 6326 Sept. 26, 1944

Miss Miller

St. Louis Conference

Miss Wolfe has sent the attached copy of a letter she has addressed to Mr. Morrison, State Labor Commissioner of Kansas.

IS

July 1944

St Louis Regional Conf.

Oct 2, 3,

The Joint E. to regis
on for M. W. Conf.

Statistical summary of
gold area
Kan Co
workers
Des Moines
Boys Count obla
Record for files

sent to Research
3/16/45

U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

September 21, 1944

WOMEN'S BUREAU
SEP 22 1944
DEPARTMENT OF LABOR

Memorandum

To: Miss Frieda Miller
Women's Bureau
From: Clara M. Beyer

I am attaching a copy of a suggested agenda for the St. Louis conference, altered somewhat in the light of our legislative meeting the other day. How do you think it looks now? I hope that you will take the lead in presenting those items of particular concern to women. Would you discuss the item on the equal rights amendment and especially take the lead in the minimum wage and hours discussion as it comes up? We are having a brief topical agenda prepared for distribution. I have left the equal rights amendment off of it, and have only mentioned general subjects of labor law legislation. We plan to send advanced material to Miss Wolfe, which will include up to 50 copies of our standard drafts on wage payment and wage collection, private employment agencies, second-injury funds, and whatever is prepared by the Solicitor's Office on minimum wage, the New York amendment, and industrial home work. Would you wish to send any drafts you may have on equal pay or other minimum-wage drafts? We are also working on a display of publications for St. Louis on labor legislation. Opal Gooden may get in touch with Mary Robinson or whomever you choose to work on it from this end. This, I think, covers the points I have in mind at the present time. I will doubtless be in touch with you.

Attachment



U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

September 15, 1944

Dear Miss Miller,

Here is a draft of the summary of the conference on State Legislation. I haven't talked to Mrs. Beyer since the decisions at yesterday's conference in Mr. Zimmer's office -- I don't quite know how we should square the two, if at all. I don't think we can count on those present to forget what was decided at conferences because they just don't -- that's based on experience. That's why I put the ERA statement as I did. What do you think?

Stewart's statement on employment was typed in full for those present but I have briefed it and it is being checked by him now.

Attached is also a suggested agenda for St. Louis -- just a copy of our decisions that day at lunch.

Have fun in New York and elsewhere.

In haste,

BB

SUMMARY OF CONFERENCE ON STATE LEGISLATION

On August 16-17, 1944, a small group of nearby State labor officials were invited to confer with the U.S. Department of Labor on the adequacy of existing State labor laws to meet reconversion and post-war problems and on the need for further legislation. (List of those attending attached)

The Bureau of Labor Statistics reviewed wartime shifts in employment and wages and the post-war outlook. Summaries on these discussions attached.

Future State Regulation of Wages and Hours

It was recommended that the U.S. Department of Labor prepare suggested drafts for clearance with State labor departments on

1) State wage-hour legislation similar to the Fair Labor Standards Act
2) Fixed minimum wage for all workers (simple one-page bill)
3) Application to men of minimum wage laws for women and minors (the New York amendment)

These various drafts will serve as a basis of discussion in States considering legislation.

Equal Rights Amendment

The present legislative situation on the amendment makes it inadvisable, in our opinion, to prepare the statement on it which was discussed.

Safety and Health

The Division of Labor Standards will discuss with the American Standards Association the desirability of securing labor law administrators on their code committees to assist in making such codes more administrable.

Form I. M.—C2c.
(6/30/41)

Date

Application received . . . 5/10/41
License recommended . . . 5/17/41
License not recommended . _____
By Arthur Eaton _____
(Inspector)

STATE OF _____
DEPARTMENT OF LABOR

_____
(Number) (Street) (City)

REPORT OF INSPECTOR ON APPLICATION

Name of agency Golden Star Agency Address of agency 15 Main St., City, State

Owner or manager John Foster Jones

Address of owner or manager 1218 Dewey St., City, State

Character of premises Agency located in Rooms 10, 12, and 14 of Arcade Bldg.; occupies well-lighted, well-ventilated rooms; good business neighborhood. Premises clean and orderly. Separate interview rooms for men and women. Premises conform with legal requirements. Public rest rooms furnished by Arcade Bldg.

Character of applicant Interviewed the following: Arthur B. Black (sponsor) teller, First Natl. Bank, 4th St. Branch; Residence 125 Branch St., City, State. Has known applicant personally for 5 years and as a client of bank for 3 years. Has shown responsibility in connection with a loan on his home;

Have you instructed the applicant on law and orders? Yes

Record keeping? Yes Posting? Yes

(over)

Industrial Home Work

Excerpts from the New York Court of Appeals decision on the power of the Fair Labor Standards Administrator to prohibit home work will be sent to the group. The Division of Labor Standards will discuss with the Veterans' Administration the prevention of exploitation among disabled veterans through future pressures to allow them to engage in industrial home work.

Child Labor

The Children's Bureau discussed the desirability of States prohibiting employment of young persons under 16 years of age during school hours in any occupation or at any time in manufacturing, and taking effect at the end of the war.

The Bureau also asked advice on an administrative arrangement to pay accumulated unemployment benefits to young persons who return to school after working in the war period.

Regional Conferences on State Legislation

After discussion, it was decided to try to hold several regional conferences similar to the present one. The first will be held in St. Louis on October 2 and 3.

Form I. M.—C2c.
(6/30/41)

Date

Application received . . . 5/10/41
License recommended . . . 5/17/41
License not recommended . _____
By Arthur Eaton _____
(Inspector)

STATE OF _____
DEPARTMENT OF LABOR

_____
(Number) (Street) (City)

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Have you instructed the applicant on law and orders? Yes

Record keeping? Yes Posting? Yes

(over)

U. S. DEPARTMENT OF LABOR

SUMMARY OF REMARKS ON WARTIME WAGE CHANGES - THE OUTLOOK

By Robert J. Myers, Chief
Wage Analysis Section, Bureau of Labor Statistics

January 1941 (basis for Little Steel Formula) - April 1944

	Percent
Weekly earnings in manufacturing increased	71
Hourly earnings " " "	48
(Overtime payment accounted for 6-7% of this increase)	
Wage rates in manufacturing increased	27
(Only about half as much as hourly earnings)	
Wage rates in selected nonmanufacturing increased	25

April 1943 - April 1944

Wage rates in manufacturing increased[1]	5.8
Wage rates in nonmanufacturing increased[1]	9.5
(Half again as much as in manufacturing)	

COMMENT

The war worker today receives a much fatter pay envelope than before the war. But that's not because the wage rate for his job has gone up much. It's because he shifted from his old civilian job to a higher paying war job, because he now works longer hours and gets overtime pay, and because he may work on the second or third shift and get premium pay for that. Maybe he also gets incentive pay.

The average pay envelope is a little ~~fatter~~ thinner than it would otherwise be because so many lower paid women, learners, and unskilled workers have gone into war industry.

In nonmanufacturing - laundries, retail and wholesale trade, offices, etc. - wage rate increases account for much more of the fattened pay envelope. As these trades were always lower paid, their wage rates are now creeping up on manufacturing rates.

Still there are many workers in these trades earning less than 40 cents an hour. Thanks largely to the Fair Labor Standards Act and wartime demand, almost all war workers earn more than 40 cents an hour. Service workers are not covered by the Fair Labor Standards Act.

Thanks again to this Act, wage differentials between the North and South are decreasing, except in textiles. Studies are nearly complete showing this in some detail.

Post-War Outlook

The fattening agents in the war worker's pay envelope will disappear with victory - his high paying war job, longer hours, overtime, etc. Decreased earnings even with the same wage rates will result. A rough approximation is a 20 percent reduction in hourly earnings and a 30 percent decrease in weekly earnings.

Such decreases, especially if coupled with considerable changes in employment, will bring substantial decreases in national income. Not all workers will suffer equally from these changes. Those in unions strong enough to resist wage cuts in industries continuing to operate will be favored. The workers who will take the biggest wage cuts will be those who leave a wartime shipyard and go to work making, say, kitchenware. Women will be especially affected because they will perforce leave war industry, because they have less union protection, because there will be strong pressure to cut wage rates in service industries, and because there will be a buyer's market in unskilled trades. There is less wage protection for them in State laws.

1. Studies made in small cities.

U. S. DEPARTMENT OF LABOR

Division of Labor Standards

Summary of Remarks on

WARTIME EMPLOYMENT CHANGES - THE OUTLOOK

by

Charles D. Stewart, Chief
Occupational Outlook Division, Bureau of Labor Statistics

August 16, 1944

Reconversion Employment Outlook

Peak munitions employment, November 1943	10,400,000
Reduction since November (about 100,000 a month)	950,000
Reduction after V-E Day (with some reconversion)	3-4,000,000
Reduction in wartime Government employment	3-500,000
Unemployment 6 months after V-E Day (National total)	4,000,000

Continuing war expenditures and pent-up consumer demand may prevent serious Nation-wide unemployment. This demand would probably fill the gap left by a 30% cutback in war goods, but perhaps not by a 50% cut. In the latter case, the situation would depend on how both employed and unemployed spend reduced income and war savings.

Reconversion delays and bottlenecks arising out of continuing priority for war production will make it almost impossible in any case to achieve full use of released manpower. Unemployment will be severe in areas where curtailment is concentrated and conversion possibilities are unfavorable.

Post-war Employment Outlook 1/

	Labor Force			
	Total	Employed	Armed Forces	Unemployed
April 1940	54,000,000	45,500,000	500,000	8,000,000
April 1944	63,000,000	51,000,000	11,000,000	1,000,000
Estimate 1947	60,000,000	49-52,000,000	2,500,000	5½-8½,000,000

1/ Outlook prepared by various organizations, not Bureau of Labor Statistics.

Occupational changes

If we look at the changes in employment by broad occupational groups (rather than by industry groups) we can note the following significant shifts between April 1940 and April 1944.

(a) The number of craftsmen, foremen and operatives increased from about 13½ to 19 million, with substantially more men employed and double the number of women.

(b) Similarly the total number of clerical and kindred workers (excluding sales clerks) increased from 4½ to 6½ million, with the whole increase of 2 million accounted for by women.

(c) Only a slight decline (300,000) occurred in the sales and kindred worker group, but in this case the number of men was almost cut in half and the number of women almost doubled.

(d) Domestic service workers decreased by almost 25 percent, as a result of wartime opportunities for women ordinarily engaged in this low-paid field to find other work.

(e) Contrary perhaps to common impressions, the number of persons engaged in other commercial service occupations increased, the gains in the number of women offsetting the relatively small losses among men.

(f) The number of women engaged in farming increased but there was a substantial decline in agriculture during the war, the total declining by 1½ to 2 million.

(g) Outside of agriculture, the number of proprietors, managers, and officials actually rose, both for men and women, although there is evidence of declines in the number of small businesses.

(h) The number of professional and semi-professional workers in the civilian population declined (although not the number of women) but this is readily explained by withdrawals of professional people into the armed services and the difficulty of increasing the supply in the short run.

Population changes

The relative wage differentials, among other factors, induced large shifts in population from rural to urban areas, from the less to the more

industrialized States, to new centers of industrial or military activity. According to Census Bureau estimates, now being released, the net civilian migration of about 3½ million persons represents a flow from the central to the periphery States, including the coastal States, the Great Lakes States and others in the highly developed old industrial areas, and the Gulf States. New York, Pennsylvania, Wisconsin and New Hampshire were exceptions to this general movement, although the net civilian migration in these instances was relatively small percentage-wise.

Women and Youth

During the four years from April 1940 to April 1944 the labor force increased by about 6.7 million over and above the increase that would be anticipated on the basis of population growth and labor market participation trends. About 3 million is accounted for by women, and about 1.7 million by boys 19 years of age or younger. As to age distribution, two-fifths of the abnormal increment (or about 2.8 million) is accounted for by youngsters 14 through 19 years of age who would normally be in school. Youth of college age (20 through 24) including wives of servicemen, provided almost 1 million of the total. Because of the normal high rate of labor market participation amongst males 25 through 44, only small abnormal increments are shown for these groups; and the number of women 25 through 34 is little greater than normal. On the other hand there are in the labor force almost 1½ million workers between the ages 35 and 64 and about 800,000 men 55 years of age and over who would not normally be in the labor force.

Wartime concentration of production and facilities

Wartime changes in production and location of new plant facilities constitute significant post-war facts for the various States.

(a) The more industrialized States before the war have benefited generally from concentration of war orders and new facilities. A high proportion of the more convertible plants are in these States in the Northeastern section of the country.

(b) Industrial development was intensified in the three new (pre-war) manufacturing areas - California, the Tennessee Valley and the Gulf States - with less favorable prospects for reconversion or post-war markets.

(c) Wartime manufacturing activities in the Central West and Southeast tended to be highly specialized war products, such as aircraft or explosives, with poor post-war prospects.

1944

CANDIDATES FOR STATE LEGISLATURE

St. Louis City and County

For State Senators: (Republican)

Geo. P. Utter, 5619 Neosho St. -- 29th District
Herman H. Novack, 1546a North 18th St. -- 31st District
Victor B. Harris, 3211 Blair Ave. -- 33rd District

For State Senators: (Democratic)

Clyde W. Wagner, 6416 Oakland Ave. -- 29th District
Michael Kinney, St. Francis Hotel, -- 31st District
Edward J. Hogan, Jr., 3035 Cass Ave. -- 33rd District

For State Representative: (Republican)

St. Louis City --

Milton F. Napier, 4314 Grace Ave.	1st District
Harry Thuner, 4840 South Broadway	
William C. Weber, 7002 January	
Albert E. Schweitzer, 6134 Adeline St.	
Clifford C. Bauman, 2929 McNair Ave.	2nd District
Edward C. Schneider, 2011 Ann Ave.	
Ernest H. Sides, 3900 Hartford St.	
Erwin B. Tucker, 712 O'Fallon St.	3rd District
Robert H. Eaves, 3822a Olive St.	
Ellis S. Outlaw, 3140 Pine Blvd.	
Peter Ferrara, 1223 North 14th St.	
William A. Stolar, 724a North Euclid	4th District
Edward H. Hoffmeister, 1409 Clinton	
Lawrence F. Pierre, 1323 North Vandeventer	
Carl H. Goener, 2210a University St.	
Aubrey B. Hamilton, 3401 North Union Blvd.	5th District
Gus Oetting, 3211 Barrett Street	
David W. (Dave) Shaw, 4461 Kossuth Ave.	
Herbert W. Morrison, 5452 Gilmore	

St. Louis County --

Forrest Mittendorf, 2671 Carson Road -- 1st District
Howard Elliott, 34 Rio Vista Drive, Clayton (5) -- 2nd District
Charles A. Witte, 116 East Monroe Ave., Kirkwood (22) -- 3rd District

For State Representatives (Democratic)

St. Louis City --

Daniel Curran, 3101 Meramec St.	1st District
Fred Ray Columbo, 3132a South Kingshighway	
Bernard Schulte, 6734 Marmaduke Ave.	
James O. Andreatta, 1709 Edwards St.	
Wilbur A. Hunter, 2901 Virginia Ave.	2nd District
Harry Schendel, 2644 Russell Blvd.	
Mrs. Caroline Immken, 2918 Magnolia Ave.	
Francis P. Healy, 1527a Market St.	3rd District
Jennie Spindler Walsh, 4374 Laclede Ave.	
William (Bill) Jones, 1400a Vandeventer	
Robert M. Uxa, 1208a Morrison Ave.	
Joseph P. Kiley, 4029 Kennerly Ave.	4th District
John T. Curry, 2248a Madison St.	
Frank Mashak, 4127 Westminster Place	
John Thomas Ahern, 5215 Minerva Ave.	
Thomas A. Walsh, 3134a Rolla Place	5th District
John Griffin, 5859 Minera Ave.	
William J. Donohue, 5579 Era Ave.	
Raymond J. Lahey, 4907 Lee Ave.	

St. Louis County

Joseph A. Brennan, 6601-1/2 Easton Ave., Wellston -- 1st District
David B. Siffer, 7047 Tulane, University City -- 2nd District
Mrs. J. Hardin Smith, Jr., 28 Orchard Lane, Kirkwood -- 3rd District

FACTS CONCERNING STRAIGHT-TIME HOURLY EARNINGS OF SOME WORKERS

IN THE SERVICE INDUSTRIES IN MISSOURI

Source: Bureau of Labor Statistics, U. S. Department of Labor

This study of pay-roll records was made beginning April 1943 and ending January 1944. The Bureau of Labor Statistics' completed report shows the lowest hourly earnings paid, the highest average and general average for each occupation, both male and female.

Since we are interested in using these figures to show the need for a minimum wage law in Missouri, the following quotations on hourly earnings are the minimum rates paid for that occupation in the establishments studied in a given area.

HOTELS

Occupation	Lowest Hrly Earnings Male	Female	Cities	Date of Payroll
Elevator Operator	.17	.17	Joplin, Springfield	Jan. 1944
" "	.163	.198	Kansas City Area	Jan. 1944
" "	.17	.17	St. Louis	April '43
Housemen and Maids	.27	.229	Joplin, Springfield	Jan. 1944
" "	.23	.24	Kansas City Area	Jan. 1944
" "	.229	.208	Columbia, Jefferson City	July 1943
" "	--	.234	St. Joseph	April '43
" "	.30	.14	St. Louis	April '43
Clerks, General	.298	.328	Joplin, Springfield	Jan. 1944
" "	.247	.208	Kansas City Area	Jan. 1944
" "	.336	--	Columbia, Jefferson City	July 1943
" "	.14	.32	St. Louis	April '43

HOTEL RESTAURANTS

Bus boys	.17	--	Joplin, Springfield	Jan. 1944
"	.253	--	Kansas City Area	Jan. 1944
"	.17	--	St. Louis	April '43
Dishwashers, hand	--	.149	Joplin, Springfield	Jan. 1944
" machine	.139	--	Joplin, Springfield	Jan. 1944
" "	.24	--	Kansas City Area	Jan. 1944
" "	.25	.23	St. Louis	April '43
Waitresses & Waiters	--	.139	Joplin	Jan. 1944
" "	.253	.192	Kansas City Area	Jan. 1944
" "	.15	.20	St. Louis	April '43

OTHER RESTAURANTS AND CAFETERIAS

Occupation	Lowest Hrly Earnings Male	Female	Cities	Date of Payroll
Bus boys	.206	--	Joplin, Springfield	Jan. 1944
"	.352	.313	Kansas City, Missouri	Jan. 1944
"	Av. .20	--	Columbia, Jefferson City	July 1943
"	.17	.21	St. Louis	April '43
Dishwashers, hand	.215	.208	Joplin, Springfield	Jan. 1944
" "	.333	.333	Kansas City, Missouri	Jan. 1944
" "	.114	--	St. Joseph	April '43
" "	.167	Av. .26	Columbia, Jefferson City	July 1943
" machine	.175	--	Columbia, Jefferson City	July 1943
" hand	.15	.22	St. Louis	April '43
" machine	.25	.24	St. Louis	April '43
Waiters & Waitresses	--	.204	Joplin and Springfield	Jan. 1944
"	--	.161	Kansas City, Missouri	Jan. 1944
" "	.179	.132	Columbia, Jefferson City	July 1943
" "	.168	.17	St. Joseph	April '43
" "	.15	.20	St. Louis	April '43

LAUNDRIES

Feeders, flatwork	--	.225	Columbia, Jefferson City	Oct. 1943
" "	.--	.28	Joplin	April '43
" "	--	.27	Springfield	April '43
" "	--	.30	Kansas City Area	April '43
" "	--	.30	St. Joseph	April '43
" "	--	.25	St. Louis	April '43
Markers	--	.327	Joplin, Springfield	Jan. 1944
"	--	.43	Kansas City Area	Jan. 1944
"	--	.30	Columbia, Jefferson City	Oct. 1943
"	--	.30	St. Joseph	April '43
"	--	.25	St. Louis	April '43
Finishers	--	.25	Joplin, Springfield	Jan. 1944
"	--	.40	Kansas City Area	Jan. 1944
" ,silk, hand (Dry Cleaning)	--	.325	Columbia, Jefferson City	July 1943
Machine pressers (Dry Cleaning)	.30	--	Columbia, Jefferson City	July 1943
Machine pressers,D.C.	.35	.31	St. Louis	April '43
Machine pressers,D.C.	--	.345	Joplin, Springfield	Jan. 1944

DRUG STORES

Occupation	Lowest Hrly Earnings Male	Female	Cities	Date of Payroll
Soda Fountain Clerks	.313	.342	Kansas City, Missouri	April '43
" " "	.20	.274	Columbia, Jefferson City	July 1943
" " "	--	.25	Springfield	April '43
Drug Store Clerks	.341	.341	Kansas City, Missouri	April '43
" " "	.341	.276	Columbia, Jefferson City	July 1943
" " "	.28	.288	Springfield	April '43
Porters	.282	.333	Kansas City, Missouri	April '43
"	.172	--	Columbia, Jefferson City	July 1943
"	.256	--	Springfield	April '43

DEPARTMENT AND CLOTHING STORES

Retail Clerks, Gen.	.618	.26	Columbia, Jefferson City	July 1943
" " "	.35	.285	Springfield	April '43
" " " (Part-time)	.226	.24	Springfield	April '43
Retail Clerks, Cosmetics	--	.315	Joplin	April '43
Retail Clerks, Hosiery	--	.306	Joplin	April '43
Retail Clerks, Shoes	.714	.296	Joplin	April '43
Retail Clerks, Gen.	.55	.369	Kansas City Area	April '43

GROCERY STORES

Stock Clerks	.192	.25	Kansas City, Missouri	April '43
" "	.175	--	Columbia, Jefferson City	July 1943

OFFICE BUILDINGS

Elevator Operator	--	.30	Kansas City, Missouri	April '43
" "	.30	--	Springfield	April '43
Cleaners	.35	.33	Kansas City, Missouri	April '43
"	.30	.25	Springfield	April '43

OFFICE OCCUPATIONS (Non-Mfg.)

Office boys and girls	.32	.325	Kansas City Area	Oct. 1943
File Clerk	--	.356	Kansas City Area	Oct. 1943
Transcribing Machine Operator	--	.37	Kansas City Area	Oct. 1943

December 1, 1940

U. S. Department of Labor
DIVISION OF LABOR STANDARDS
Washington

SUGGESTED LANGUAGE FOR A STATE BILL TO REGULATE INDUSTRIAL HOME WORK

Sec. 1. Findings of fact and declaration of policy.

(a) The legislature has long recognized through laws regulating the employment of men, women and children that working conditions detrimental to health and welfare result in injury not only to the workers immediately affected but to the public interest as a whole. Now the legislature finds that industrial home work runs counter to and tends to defeat the purpose of these laws because it is performed at excessively low wages for long and irregular hours, under insanitary and otherwise unhealthful working conditions, in constant competition with factory production and free from effective regulation; that these factors result in (1) serious danger to the health, efficiency and general well-being of home workers, (2) in the breakdown of standards of employment for factory workers in this State, (3) rendering more difficult the enforcement of laws governing the standards of employment for such factory workers, (4) unfair competition between employers in factory production and employers utilizing industrial home work, and (5) detriment to the consumer and the public welfare.

(b) It is hereby declared to be the policy of this act, through the exercise by the legislature of the police power, eventually to abolish industrial home work, and, during a period of adjustment, to control strictly the methods of production by industrial home work in this State.

Sec. 2. Definitions. Whenever used in this act:

(a) "Person" means an individual, partnership, firm, association, domestic or foreign corporation, the legal representatives of a deceased individual, or the receiver, trustee or successor of an individual, firm, partnership, association, or domestic or foreign corporation.

(b) "To manufacture" includes to prepare, alter, repair, finish, or process in whole or in part, or handle in any way connected with the production, wrapping, packaging, or preparation for display of an article or materials.

(c) "Home" means any room, house, apartment, or other premises, whichever is most extensive, used in whole or in part as a place or dwelling; and includes outbuildings upon premises that are primarily used as a place of dwelling, where such outbuildings are under the control of the persons dwelling on such premises.

(d) "Employer" means any person, including any independent contractor, who, directly or indirectly or through an employee, agent, independent contractor, subcontractor, or any other person, (1) in any way distributes or delivers or

causes to be distributed or delivered to another person any articles or materials to be manufactured within this State in a home, and thereafter to be returned to him, not for the personal use of himself or of a member of his family, or thereafter to be disposed of otherwise in accordance with his directions; or (2) sells or causes to be sold to another person any articles or materials for the purpose of having such materials or articles manufactured within this State in a home and of then rebuying such materials or articles, after such manufacture, either by himself or by someone designated by him.

(e) "Industrial home work" means any manufacture in a home of materials or articles for an employer.

(f) "Home worker" means any person engaged in manufacturing in a home materials or articles for an employer.

(g) "Industry" shall mean any trade, business, industry, or any portion or branch thereof, or groups of industries.

(h) "Commissioner" means (official title of labor commissioner).

Sec. 3. Prohibited home work. The manufacture of any of the following by industrial home work shall be unlawful, and no permit or certificate issued under this act shall be deemed to authorize such manufacture: (1) Articles of food or drink, (2) Articles for use in connection with the serving of food or drink, (3) Toys and dolls, (4) Tobacco, (5) Drugs and poisons, (6) Bandages and other sanitary goods, (7) Explosives, fireworks, and articles of like character, (8) Articles the processing of which requires exposure to substances determined by the commissioner to be hazardous to the health or safety of persons so exposed.

Sec. 4. Power to prohibit.

(a) The commissioner shall have the power upon his own initiative, and it shall be his duty upon receipt of a petition of fifty or more residents of this State to make an investigation of any industry which employs home workers, in order to determine: (1) Whether the wages and conditions of employment are injurious to the health and welfare of home workers in such industry; and (2) Whether the wages and conditions of employment of home workers prevailing in such industry have the effect of rendering unduly difficult the maintenance of existing labor standards in or the observance and enforcement of labor standards established by law or regulation for factory workers in such industry.

(b) If, on the basis of information in his possession, with or without an investigation, and after a public hearing as provided for by Section 5 of this act, the commissioner shall find that industrial home work cannot be continued within any industry without: (1) injuring the health and welfare of the home workers within that industry, or (2) rendering unduly difficult the maintenance of existing labor standards of factory workers in that industry or the observance and enforcement of labor standards established by law or regulation for factory workers in that industry, the commissioner shall by order prohibit industrial home work in such industry, except as may be otherwise provided in such order

pursuant to the provisions of Section 6 of this act, and no permit issued under this act shall be deemed thereafter to authorize the furnishing of articles or materials for industrial home work prohibited by such order.

Sec. 5. Hearings. Before making such order the commissioner shall hold a public hearing or hearings at which an opportunity to be heard shall be afforded to any employer, or representative of employers, and any home worker, or representative of home workers, and any other person or persons having an interest in the subject matter of hearing. A public notice of such hearing shall be given in such manner as may be fixed by the commissioner. Such notice shall be made at least thirty days before the hearing is held. Such hearing or hearings shall be in such place or places as the commissioner deems most convenient to the employers and home workers to be affected by such order.

Sec. 6. Orders.

(a) The commissioner shall determine the effective date of such order, which date shall be not less than ninety days after the date of its promulgation. The order shall set forth the type or types of manufacturing which are prohibited after its effective date, and shall contain such terms and conditions as the commissioner may deem necessary to carry out the purpose and policy of this act and to safeguard its provisions. The commissioner may in such order permit limited distribution of industrial home work, under such terms or conditions as are hereinafter prescribed by subsection (b) of this section, to any person if he finds (1) That such person is unable to adjust to factory employment because of old age or physical or mental deficiency or disability, or is unable to leave the home because his services are essential to care for an invalid in the home; and (2) That such limited distribution is not inconsistent with the purpose and policy of this act.

(b) Industrial home work shall be performed under subsection (a) of this section only where (1) The employer maintains a factory in which persons are employed on operations the same as or similar to the home work operations permitted; (2) On any operation, a home worker is paid at least the same rate as that paid to workers on the same or similar operations in the shop; and (3) The employer and home worker comply with such other terms or conditions as the commissioner may by rule or regulation prescribe to safeguard the health and welfare of home workers and the wages and working conditions of factory workers, and to effectuate the purpose of this section.

Sec. 7. Permit required.

(a) Every employer must procure from the commissioner an employer's permit. Application for such permit shall be made on a form prescribed by the commissioner. Such permit shall be in writing, dated when issued, and signed by the commissioner. It shall give the name and address of the person to whom it is issued and shall designate and limit the acts that are permitted. Such permit shall be valid for a period of one year from the date of its issuance unless sooner revoked.

(b) Such permit shall be issued or remain valid only where the employer (1) resides or maintains a place of business within this State or (2) operates through another employer possessing a valid permit and residing or maintaining a place of business within this State.

(c) No such permit shall be issued to or remain valid for any independent contractor to act for an employer unless such other employer or employers for whose direct or indirect benefit or account such independent contractor so acts possesses a valid employer's permit; nor shall any such permit be issued to any person, or to the successor in interest of any person, or to a person directly or indirectly owned or controlled by any person, whose employer's permit has been revoked by the commissioner within two years prior to the latest application for such permit.

(d) No employer shall deliver or cause to be delivered any article or materials for industrial home work to an independent contractor who is not in possession of a valid employer's permit.

Sec. 8. Fees. A fee of $50 shall be paid to the commissioner for the original issuance of an employer's permit. For each annual renewal of such permit, the employer shall pay to the commissioner a fee of: (1) Fifty dollars, where at no time during the preceding calendar year did the employer directly or indirectly have business relations with more than one hundred home workers; (2) One hundred dollars, where at any time during the preceding calendar year the employer directly or indirectly had business relations with more than one hundred but less than three hundred home workers; (3) Two hundred dollars, where at any time during the preceding calendar year the employer directly or indirectly had business relations with three hundred or more home workers.

All such fees received by the commissioner shall be paid into the State treasury to the credit of the general fund.

Sec. 9. Revocation of permit.

(a) If the commissioner has reason to believe that a person having an employer's permit is not observing the provisions of this act or any rule, regulation or order issued thereunder, or the conditions of his employer's permit, the commissioner may, on ten days' notice, summon such person to appear before the commissioner to show cause why the commissioner should not find that he has failed to observe such provisions or conditions.

(b) If, after such notice and opportunity to be heard, the commissioner finds as a fact that such person has failed to observe or comply with a provision of this act, his permit, or a regulation or order issued by the commissioner under authority of this act, the commissioner may revoke the permit of such person.

Sec. 10. Home-worker's certificate.

(a) Every person desiring to engage in industrial home work within this State must procure from the commissioner a home-worker's certificate which shall

be issued without cost and which shall be valid for a period of one year from the date of its issuance, unless sooner revoked or suspended. Application for such certificate shall be made in such form as the commissioner may by regulation prescribe. No home worker's certificate shall be issued: (1) To any person under the age of 16 years; or (2) To any person suffering from an infectious, contagious, or communicable disease or living in a home that is not clean, sanitary, and free from infectious, contagious, or communicable disease.

(b) The commissioner may, upon reasonable notice and opportunity to be heard, revoke or suspend any home-worker's certificate if he finds that the holder is performing industrial home work contrary to the conditions under which the certificate was issued or to any provision of this act or has permitted any person not holding a valid home-worker's certificate to assist him in performing his industrial home work.

Sec. 11. Records to be kept. Each employer shall keep within this State in such form and manner as the commissioner may by rule, regulation, or order prescribe and shall forward to the commissioner at such intervals and upon such blanks as the commissioner may by rule, regulation, or order prescribe and provide a complete and accurate record of: (1) All persons engaged in industrial home work directly or indirectly for or in behalf of such employer; (2) All places where such persons work; (3) All articles or materials directly or indirectly distributed to such persons; (4) All articles or materials manufactured by such persons; (5) The net cash wages received by each home worker and such piece-work rates at which each home worker is compensated; (6) All independent contractors to whom he has furnished materials to be manufactured by industrial home work; and (7) Such other facts and information as may be pertinent to the proper enforcement and effectuation of the provisions of this act.

Sec. 12. Conditions of manufacture. Industrial home work shall be performed: (1) Only by a person possessing a valid home-worker's certificate, and resident in the home in which the work is done; (2) Only by persons 16 years of age or over; (3) Only in accordance with the wages, hours or working conditions established for labor in factories by persons of the same age and sex as the home workers by State law or regulation or any applicable Federal law or regulation; (4) Only in accordance with the provisions of any State law or regulation, including the provisions of this act, or of any applicable Federal law or regulation, relating to employment and applicable to home workers; and (5) Only in a home that is clean and sanitary and free from any infectious, contagious, or communicable disease.

Every employer shall be deemed to have accepted responsibility for the observance of the conditions of manufacture specified by this section and of such terms and conditions as may be specified pursuant to Section 6 of this act; and each of such conditions shall be deemed to be a condition of the employer's permit to the same extent as though it were expressly set forth therein.

Sec. 13. Labels required. No employer shall deliver or cause to be delivered any materials or articles to be manufactured by any home worker unless there has been conspicuously affixed to each article a label or other mark of identification bearing the employer's name and address, printed or written legibly in

English. But if the goods are of such a nature that they cannot be individually so labeled or identified, then the employer shall conspicuously label in such manner as the commissioner may by rule or regulation prescribe.

Sec. 14. Unlawfully manufactured articles. Any article which is being manufactured in a home in violation of any provision of this act may be removed by the commissioner and may be retained by him until claimed by the employer. The commissioner shall by registered mail give notice of such removal to the person whose name and address are affixed to the article as provided by Section 13. Unless the article so removed is claimed within thirty days thereafter, it may be destroyed or otherwise disposed of.

Sec. 15. Agreements to contributions by employees void. Any agreement by a home worker topay any portion of a payment required of any other person by any provision of this act shall be void and of no effect.

Sec. 16. Enforcement, administration; Oaths, affidavits, subpoenas, witnesses.

(a) The commissioner shall enforce and administer the provisions of this act and the commissioner or his authorized representative is directed to make all inspections and investigations necessary for proper enforcement and administration thereof.

(b) In the administration of this act the commissioner, or his authorized representative, shall have the power to administer oaths, take affidavits and the depositions of witnesses, and issue subpoenas for and compel the attendance of witnesses and the production of papers, books, accounts, pay rolls, documents, records, testimony and other evidence of whatever description, In the case of failure of any person to comply with any order of the commissioner or subpoena, lawfully issued, or on the refusal of any witness to produce evidence or to testify as to any matter regarding which he may be lawfully interrogated, it shall be the duty of any _____ court, or the judge thereof, upon application by the commissioner or his authorized representative, to compel obedience by proceedings for contempt, as in the case of disobedience of a subpoena issued for such court or a refusal to testify therein.

Sec. 17. Rules and regulations.

The commissioner shall have the power to make, issue, amend and rescind such rules, regulations and orders as are necessary or appropriate to carry out the provisions of this act. Without limiting the generality of the foregoing, such rules, regulations, or orders may define the terms used in this act.

Sec. 18. Injunction against violations. The commissioner shall have the power to apply to the _____ court of any county for an injunction, and such court shall upon such application have the power to issue an injunction, restraining any employer from violating any of the provisions of this act.

Sec. 19. Penalties. Any employer who: (1) Directly or indirectly, in any way, distributes, delivers, or causes to be distributed or delivered, or sells or causes to be sold articles or materials for industrial home work in violation of any provision of this act or of any rule, regulation, or order issued thereunder; or (2) Violates or fails to comply with any provision of this act or any rule, regulation, or order issued thereunder; or (3) Does not possess a valid employer's permit issued by the commissioner pursuant to Section 7 of this act or fails to comply with any provision or condition of such permit; or (4) Refuses to allow the commissioner or his authorized representative to enter his place of business or other place for the purpose of investigating in the enforcement of this act and of inspecting any records required to be kept by Section 10 of this act; or (5) Wilfully makes a false statement or representation in order to lower the amount of fees due from him under this act; or (6) Makes any deduction from the wages or salary of a home worker in order to pay any portion of a payment which such person is required to make by this act; shall be guilty of a misdemeanor, and upon conviction thereof shall be subject to a fine of not less than $100 nor more than $300 or to imprisonment for not more than six months, or both, such fine and imprisonment for each such offense; and each day such violation continues and each home worker engaged in industrial home work directly or indirectly for or in behalf of such employer in violation of any provision of this act or any rule, regulation, or order issued thereunder shall be considered a separate offense.

Sec. 20. Construction. If any provision of this act or the application thereof to any person or circumstance is held invalid, the remainder of the act and the application of such provision to other persons or circumstances shall not be affected thereby.

Sec. 21. Appropriation. The sum of _____, or so much thereof as may be necessary, is hereby appropriated to pay the expenses of the _____, including personal service and maintenance, in carrying out the provisions of this act.

Sec. 22. Repeal of existing laws. * * * * * * * *

Sec. 23. Time of taking effect. This act shall take effect ninety days after its adoption; except Section 21 which shall take effect immediately, and except that the commissioner shall have power, immediately, to promulgate rules and regulations, appoint such officers and employees, and fix their compensation, as may be necessary to carry out the provisions of this act, and do such other things as may be necessary to set up the machinery required to enforce the provisions of this act.

U. S. DEPARTMENT OF LABOR
DIVISION OF LABOR STANDARDS
Washington, D. C. October 25, 1940

SUGGESTED LANGUAGE FOR A STATE BILL TO REGULATE PRIVATE EMPLOYMENT AGENCIES

Section 1. Definitions. As used in this act:

(a) "Person" means an individual, partnership, association, corporation, management, contractor, subcontractor, or the agent or employee of any of the foregoing.

(b) "Fee" shall mean anything of value including any money or other valuable consideration, exacted, charged, collected or received, directly or indirectly, or paid or promised to be paid for any service or act described or enumerated in subsection (d) hereof.

(c) "Employment" shall include engagement.

(d) "Employment Agency" shall mean any person who, for a fee, (1) procures or offers or attempts to procure employees for persons seeking the service of employees, or employment for persons seeking employment; or (2) supplies laborers to render services under the direct or indirect supervision or control of persons seeking the service of laborers; or (3) who, for a fee, in seeking to perform any of the foregoing, gives information by any means as to where employees or employment may be obtained.

(e) "Commissioner" shall mean _____(Commissioner of Labor)_____.

Section 2. Licenses.

No person shall act as an employment agency unless he shall have first obtained a license from the Commissioner who shall issue such license upon payment of a fee of $_____, and upon finding after investigation that the applicant is of good moral character and business integrity and has complied with and is willing and able to conform to the provisions of this act and the requirements, rules and regulations thereunder. No such license shall be issued or remain in force unless each agent or employee who performs or is about to perform any act enumerated in subsection (d) of section 1 for or in behalf of an employment agency shall have first been approved by the Commissioner as a person of good moral character and business integrity; provided, however, that no such agent or employee of a licensed employment agency shall be required to obtain a license under this Act. Each license shall state the name of the licensed person and, where the employment agency is to be conducted at a specific place, the location of such place. Each license issued hereunder shall be valid only as to the person and place named therein, and such place may be changed only upon approval and written consent of the Commissioner and endorsement of the new location on the license.

Such license shall be effective from the date specified therein and shall remain in effect for one year from such date unless suspended or revoked. The Commissioner may, upon reasonable notice and an opportunity to be heard, suspend or revoke the license of an employment agency after finding that there has been a failure to comply with any provision of this act or any rule, regulation or order issued thereunder.

Section 3. Bond.

(a) No license to act as an employment agency shall be issued unless the applicant therefor shall furnish to the State of _____ a bond in the penal sum of $3000, approved by the Commissioner, and executed by a qualified surety company authorized to do business in this State. Such bond shall be conditioned that the applicant or licensee shall comply with every provision of this act and every rule, regulation or order issued thereunder and shall pay any loss or damage occasioned to any person by reason of such failure to comply. Such bond shall be further conditioned that the revocation of a license to operate an employment agency shall not affect the coverage of such bond as to a claim arising out of acts which occurred prior to the date of such revocation. The Commissioner may at any time notify the licensee to file a new or supplementary bond, in a form and amount to conform with the provisions of this section, whenever the Commissioner shall deem the surety of such bond to be unsatisfactory, or the amount of such bond to have become insufficient to satisfy all claims accrued or contingent against the licensee. The failure of the licensee to comply with such notification within 10 days shall operate as a revocation of the license.

(b) Any person suffering loss or damage by reason of the failure of an employment agency to comply with any provision of this act or any rule, regulation or order issued thereunder, shall be entitled to an action on such bond for the recovery of the amount of such loss or damage. Action on such bond may be maintained in the name of the State of _____ and in any court of competent jurisdiction by any one or more persons suffering such loss or damage for and in behalf of himself or themselves or by an agent designated by such person or persons, or by the Commissioner for the use of such person or persons; provided that suit must be commenced within ninety days after the cause of action arises. The jurisdiction of the court shall not be limited by the amount of the bond.

Section 4. Prohibited Acts; Duties of Licensed Persons.

(a) No person licensed under this act shall: (1) Require applicants for employers or employment to subscribe to any publication or incidental service or contribute to the cost of advertising; (2) impose any fees for the registration of applicants for employers or employment or any fee except for furnishing employees, or employment obtained directly through

the efforts of such agency; (3) receive or require any person to execute any paper or document relating to the liability of any applicant for employers or employment except on such forms as shall have been approved by the Commissioner; and every such document made or executed contrary to the provisions of this act shall be void and unenforceable both in law and in equity; (4) make, give, or cause to be made or given to any applicant for employees or employment any false promise, misrepresentation or inaccurate or misleading statement or information; (5) make or cause to be made or use any sign or advertising device bearing a name similar to that of the _____ State Employment Service or any other free or public employment office or service in this State; (6) send any applicant for employees or employment to a place where a strike or lockout exists without furnishing such applicant with a written statement as to the existence of such strike or lockout, a copy of which, signed by the applicant, shall be kept on file for one year after the date thereof; (7) engage or attempt to engage in the splitting or sharing of fees (as such terms are defined by the Commissioner) with any person unable lawfully to charge a fee under this act; (8) procure or attempt to procure the discharge of any person from his employment; (9) induce or attempt to induce an employee to quit his employment for the purpose of obtaining other employment through such agency; (10) make any placement in an employment or occupation prohibited by any law; (11) have a financial or any other proprietary interest in any lodging house, restaurant, labor camp or any place where intoxicating liquors or beverages are sold or dispensed; (12) except with the written consent of the Commissioner, conduct an employment agency business in a room or rooms used for eating, sleeping or other living purposes, or in a building or place in which intoxicating liquors or beverages are sold or dispensed or which is connected with a place where such liquors or beverages are sold or dispensed; (13) permit gamblers, intoxicated persons, or persons using, peddling or in possession of habit-forming drugs, or appliances for using the same, in violation of any law of this State or of the United States, or prostitutes, procurers, or any other questionable character to frequent the location of such agency; (14) send any female or minor to employment in a place deleterious to health or morals; (15) send out any applicant for employment except upon order therefor, and except upon furnishing such applicant with such statement in respect to the employment as the Commissioner may by rule or regulation prescribe; or (16) use any contract form or other forms except as the Commissioner may by rule or regulation prescribe.

(b) Every employment agency shall (1) make and keep for at least one year, in such form and manner and for such additional periods of time as the Commissioner shall require true and accurate information, reports and records relating to the business of such agency; (2) post or display conspicuously such license and an abstract furnished by the Commissioner of the provisions of this act and the rules and regulations issued thereunder, and, in such form and manner as the Commissioner may require, an accurate schedule of fees; (3) file with the Commissioner a schedule of fees and

charge, exact, receive or attempt to collect no other fee except as stated in such schedule, which may be changed not earlier than 15 days after a new schedule of fees has been filed with the Commissioner; and (4) conduct the business of such agency in reasonably healthful and sanitary surroundings.

Section 5. Fees.

(a) No employment agency shall impose a fee in excess of: (1)____ per centum of the wages received in cash by any person placed for employment to last no longer than thirty days; (2) (____weeks')wages received in cash by such person for employment to last longer than thirty days; or (3) _____per centum of the annual salary where such person is by contract guaranteed an annual salary. Where the wages to be received in cash by such person are not calculable at the time the placement is made, then the fee shall in no case exceed: (1) _____ dollars for employment to last no longer than thirty days; or (2) _____dollars for employment to last longer than thirty days.

(b) Where an applicant for employees or employment who has paid a fee fails to secure or refuses to accept employees or employment, such fee shall be returned in cash within 24 hours after demand. Where, due to no fault of such applicant or because the employee or employment is other than as represented by the employment agency, employment is discontinued within 30 days, then all fees paid by such applicant in excess of the applicable maximum for such period under subsection (a) of this section shall be returned in cash within 24 hours after demand.

Section 6. Rules and Regulations.

The Commissioner shall make and enforce rules and regulations to the extent necessary: (1) to regulate or prohibit such procedures, practices and conditions in the operation of employment agencies as the Commissioner shall find to be a fraud upon, unhealthful for, or harmful or injurious to the public or applicants for employees or employment; and (2) to effectuate the purpose of this act and the provisions thereof. Without limiting the generality of the foregoing, such rules and regulations may define terms used in this act.

Section 7. Other Powers and Duties of the Commissioner.

The Commissioner shall make or cause to be made all necessary inspections and do all other things necessary to the proper effectuation and enforcement of this act. In the performance of such duties, the Commissioner or his authorized representative may enter and inspect any premises where an employment agency carries on its business, and shall have access to, and the right to copy information pertinent to the enforcement of this act, from all records, documents and other papers relating to the business of such agency. Whenever the license of an employment agency is suspended or revoked,

the Commissioner or his authorized representative may take possession of all records, documents, information and other papers relating to the business of such agency, during such suspension or revocation. The Commissioner, under the supervision of the _____, shall keep an account of all moneys coming into his possession by virtue of this act. Moneys or funds received or recovered by the Commissioner for the use of any claimant under Section 3 shall be kept separately, subject to disbursement to such claimant, may be deposited in a separate account in the name of the Commissioner in any national bank in this State, and may be withdrawn by the Commissioner or his authorized representative. All other moneys shall be paid into the State treasury as provided by law. Subject to any law governing the employment and compensation of employees of this State, the Commissioner may appoint and fix the compensation of all officers, agents and other personnel necessary for the administration of this act.

Section 8. Hearings; Subpoena; Testimony; Appeal; and Review.

(a) In the administration of this act, the Commissioner or his authorized representative may hold hearings without being bound by technical rules of evidence, prescribe rules of procedure therein, administer oaths, take depositions of witnesses, and issue subpoenas to compel the attendance of witnesses and the production of papers, books, accounts, pay rolls, documents, records and testimony. In the case of failure of any person to comply with any order of the Commissioner or any subpoena lawfully issued, or on the refusal of any witness to produce evidence or to testify as to any matter regarding which he may be lawfully interrogated, it shall be the duty of any _____ court, or the judge thereof, upon application by the Commissioner or his authorized representative, to compel obedience by proceedings for contempt, as in the case of disobedience of a subpoena issued for such court or a refusal to testify therein.

(b) Any person aggrieved by an order of the Commissioner suspending or revoking a license may, within 30 days after the effective date of such order, commence an action in the court of _____county against the Commissioner as defendant for review of such order. The Commissioner shall keep and upon notice of such action file with such court a full record of the testimony, evidence and proceedings upon which the order complained of was based. The review of the court shall be limited to questions of law and the findings of fact of the Commissioner shall be conclusive if supported by evidence. Appeal from the decision of such court may be taken to the _____as provided by law for civil actions.

Section 9. Cooperation with Federal Agencies.

The Commissioner may and is hereby authorized to enter into agreements with any department or agency of the United States Government, or

any subdivision of such department or agency, charged with the administration of any law relating to employment agencies, for the purpose of aiding and cooperating in the enforcement within this State of any such law. The Commissioner is further authorized to accept payment as provided by Congress for services rendered under such agreement, and any sums appropriated for the administration of this act may be expended for such services to the extent that payments are stipulated. All payments received by the Commissioner under this section shall be deposited in the State treasury, according to law, and are hereby appropriated for the purposes of this section.

Section 10. Penalties.

Any person failing to comply with any provision of this act or with any rule, regulation or order issued thereunder, or interfering with, impeding or obstructing in any manner the Commissioner or his authorized representative in the performance of their official duties under this act shall be guilty of a violation of this act and upon conviction thereof shall be subject to a fine of not less than _____dollars nor more than _____dollars or to imprisonment for not less than_____ nor more than _____, or both such fine and imprisonment, for each such offonse.

Section 11. Separability; Repeal.

(a) If any provision of this act, or the application of such provision to any person or circumstances, shall be held invalid, the remainder of this act, or the application of such provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

(b) All laws or parts of laws in conflict herewith are hereby repealed. (Specify section numbers of laws desired to be expressly repealed.)

Section 12. Effective Date.

(Provision should be made for a reasonable lapse of time between enactment and the effective date.)

(1780)

LANGUAGE FOR STATE WAGE PAYMENT AND WAGE COLLECTION LAW 1/

Recommended by

INTERNATIONAL ASSOCIATION OF GOVERNMENTAL LABOR OFFICIALS

ANNUAL CONVENTION - SEPTEMBER 24-26, 1936

and by

THIRD NATIONAL CONFERENCE ON LABOR LEGISLATION
Washington, D. C.
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Drafted by the following joint committee appointed by the Secretary of Labor and the President of the International Association of Governmental Labor Officials.

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1/ Additional copies may be obtained by writing to the Division of Labor Standards, U. S. Department of Labor, Washington, D. C.

Section 1. Definitions.--(a) Whenever used in this Act, "employer" includes every person, firm, partnership, association, corporation, receiver or other officer of a court of this State, and any agent or officer of any of the above mentioned classes, employing any person in this State.

(b) "Wages" shall mean all amounts at which the labor or service rendered is recompensed, whether the amount is fixed or ascertained on a time, task, piece, commission basis, or other method of calculating such amount.

Section 2. Semimonthly pay day.--Every employer shall pay to his employees the wages earned semimonthly or twice during each calendar month, on days to be designated in advance by the employer as the regular pay day, provided that the employer shall pay for services rendered during the first and fifteenth days, inclusive, of any calendar month, by the eighteenth day of the month during which the said services were rendered; and for all services rendered between the sixteenth and last days, inclusive, of any calendar month, he shall pay by the third day of the following month. He shall pay such wages in full, in lawful money of the United States, or checks on banks, convertible into cash on demand at full face value thereof.

Section 3. Posting and notification.--(a) It shall be the duty of every employer to notify his employees in writing at the time of hiring of the day, the hour therein and place of payment, of the rate of pay, and of any change with respect to any of those items prior to the time of said change. Alternatively, however, every employer shall have the option of giving such notification by posting the aforementioned facts, and keeping them posted, conspicuously at or near the place of work where such posted notice can be seen by each employee as he comes or goes to his place of work.

(b) Every employer shall post and keep posted, in a similar manner as prescribed for the posting in paragraph (a) of this section, an abstract of this Act furnished by the Labor Commissioner, provided, however, that the provisions of paragraph (b) of this section shall not apply to domestic labor in private homes or agricultural labor.

(c) Failure to post and to keep posted any notice or abstract as well as any failure to give written notice as prescribed in this section shall be deemed a misdemeanor, and punishable as such.

Section 4. Employees who are separated from pay roll before pay days.--(a) Discharged employees. Whenever an employer separates an employee from the pay roll the unpaid wages or compensation of such employee shall become due immediately, and the employer shall pay such wages to the employee within 24 hours of the time of separation.

In case of any failure to pay wages due an employee within 24 hours of a demand therefor, the wages of such employee shall continue from the date of separation until paid at the same rate which said employee received at the time of the separation. The employee may recover the penalty thus accruing to him in a civil action. Said action must be commenced within 60 days from the date of separation; provided, however, that any employee who secretes or absents himself to avoid payment to him or who refuses to receive payment when tendered shall not be entitled to any penalty under this paragraph for such time as he avoids payment.

(b) Employees quitting.--Whenever an employee (not having a written contract for a definite period) quits or resigns his employment, the wages or compensation earned shall become due and payable not later than 72 hours thereafter, unless such employee shall have given 72 hours' previous notice of his intention to quit, in which latter case such employee shall receive his wages and compensation at the time of quitting.

(c) Industrial disputes.--In the event of the suspension of work as the result of an industrial dispute, the wages and compensation earned and unpaid at the time of said suspension shall become due and payable at the next regular pay day, as provided in section 2 of this Act, including, without abatement or reduction, all amounts due all persons whose work has been suspended as a result of such industrial dispute, together with any deposit or other guaranty held by the employer for the faithful performance of the duties of the employment.

Section 5. Unconditional payment of wages conceded to be due.--In case of a dispute over wages, the employer shall give written notice to the employee of the amount of wages which he concedes to be due and shall pay such amount without condition within the time set by this Act, provided that acceptance by the employee of any payment made hereunder shall not constitute a release as to the balance of his claim.

Section 6. Provisions of law may not be waived by agreement.--Nothing contained in this Act shall in any way limit or prohibit the payment of wages or compensation at more frequent intervals, or in greater amounts or in full when or before due, but no provision of this Act can in any way be contravened or set aside by a private agreement.

Section 7. Employer's responsibility for contractor's pay roll.--(a) Whenever an employer shall contract with another, herein called the subcontractor, for the performance of the employer's work, then it shall be the duty of such an employer to provide in such contract that the employees of the subcontractor shall be paid according to the provisions of this Act; and in the event that such subcontractor shall fail to pay wages to his employees as specified in this Act,

such employer shall become civilly liable to the employees of the subcontractor to the extent that such work is performed under such contract in the same manner as if said employees were directly employed by such employer.

(b) The provisions of paragraph (a) of this section shall likewise be deemed applicable to any person, firm, partnership, association or corporation who not being an employer, and hereinafter referred to in this Act as an "indirect employer", contracts with a subcontractor for the performance of his work.

Section 8. Enforcement.--(a) It shall be the duty of the Labor Commissioner to insure compliance with the provisions of this Act, to investigate as to any violations of this Act, and to institute or cause to be instituted actions for penalties and forfeitures provided hereunder. The Labor Commissioner may hold hearings to satisfy himself as to the justice of any claim, and he shall cooperate with any employee in the enforcement of a claim against his employer or any "indirect employer" as defined in section 7, in any case whenever, in his opinion, the claim is just and valid.

(b) It shall be mandatory upon all district attorneys and prosecuting attorneys of this State to prosecute all cases both civilly and criminally which shall be referred by the Labor Commissioner to such officers.

(c) It shall be the duty of all such officers to prosecute actions, both civil and criminal, for such violations of this Act as come to their knowledge and to enforce the provisions hereof independently.

Section 9. Records, subpoenas, etc.--(a) Every employer shall keep a true and accurate record of hours worked and wages paid each pay period to each employee in such form as may be prescribed by the Labor Commissioner. He shall keep such records on file for at least one year after the entry of the record.

(b) The Labor Commissioner and his authorized representatives shall have the right to enter any place of employment for the purpose of inspecting such records and seeing that all provisions of this Act are complied with; provided, however, that paragraphs (a) and (b) of this section shall not apply to domestic service in private homes, nor to agricultural labor.

(c) Any effort of an employer to obstruct the Labor Commissioner and his authorized representatives in the performance of their duties shall be deemed a violation of this Act and punishable as such.

(d) The Labor Commissioner and his authorized representatives shall have power to administer oaths and examine witnesses under oath, issue subpoenas, compel the attendance of witnesses,

and the production of papers, books, accounts, records, pay rolls, documents, and testimony, and to take depositions and affidavits in any proceeding before said Labor Commissioner.

(e) In case of failure of any person to comply with any subpoena lawfully issued, or on the refusal of any witness to testify to any matter regarding which he may be lawfully interrogated, it shall be the duty of the circuit court of any county, or the judge thereof, on application by the commissioner, to compel obedience by attachment proceedings for contempt, as in the case of disobedience of the requirements of a subpoena issued from such court or a refusal to testify therein.

Section 10. Personnel.--The Labor Commissioner, pursuant to the law of this State, may employ such clerical and other assistants as may be necessary to carry out the purposes of this Act, and shall fix the compensation of such employees and may also, to carry out such purposes, incur reasonable and necessary travelling expenses for the said Commissioner, his deputies, and assistants.

Section 11. Forfeiture and penalties.--(a) Any employer who shall violate or fail to comply with any of the provisions of this Act, shall forfeit $10 for each such violation or noncompliance. Each day of failure to pay wages due such employees at the time specified in this Act shall raise a separate and distinct forfeiture. All such forfeitures shall be recovered in an action of debt in the name of the State of _____.

(b) Any employer who shall violate, or fail to comply with any of the provisions of this Act shall be guilty of a misdemeanor, and upon conviction thereof, shall be punished by a fine of not less than $25 nor more than $50 for each separate offense, or by imprisonment of not less than 10 nor more than 90 days, or by both such fine and imprisonment.

(c) Any employer who, having the ability to pay, shall wilfully refuse to pay the wages due and payable when demanded, as in this Act provided, or who shall falsely deny the amount thereof, or that the same is due, with intent to secure for himself, or any other person, any discount upon such indebtedness, or with intent to annoy, harass, or oppress, or hinder or delay, or defraud, the person to whom such indebtedness is due, or who hires additional employees without advising each of them of every wage claim due and unpaid and of every judgment that the employer has failed to satisfy, shall in addition to any other penalty imposed upon him by this Act, be guilty of a misdemeanor, punishable by a fine of not less than $50 and not exceeding $100, or by imprisonment for a period not less than 1 month and not to exceed 3 months, or both, if the sum involved does not exceed $200; and if the sum exceeds $200, by imprisonment for not less than 6 months nor more than 1 year.

Section 12. Assignment of wage claims to Labor Commissioner for recovery by civil action.--The Labor Commissioner shall have power and authority to take assignments of wage claims, rights of action for penalties provided by section 4 of this Act, mechanics' and other liens of workers, not to exceed $200 in the case of any one claim without being bound by any of the technical rules with reference to the validity of such assignments; and shall have power and authority to prosecute actions for the collection of such claims of persons who, in the judgment of the Commissioner, are entitled to the services of the Commissioner and who, in his judgment, have claims which are valid and enforceable in the courts. The Commissioner shall have power to join various claimants in one preferred claim or lien, and in case of suit to join them in one cause of action.

Section 13. Costs of civil actions by Labor Commissioner.--
(a) In all actions brought by the Labor Commissioner as assignee under section 12 of this Act, no court costs of any nature shall be required to be advanced nor shall any bond or other security therefor be required from the said Commissioner in connection with the same.

(b) And any sheriff, constable or other officer requested by the said Commissioner to serve summons, writs, complaints, orders, including any garnishment papers and all necessary and legal papers, within his jurisdiction, shall do so without requiring the Commissioner to advance the fees or furnish any security or bond therefor.

(c) Whenever the Commissioner shall require the sheriff, constable or other officer whose duty it is to seize property or levy thereon in any attachment proceedings to satisfy any wage claim judgment to perform any such duty, said officer shall do so without requiring the Commissioner to furnish any security or bond in such action. And such officer in carrying out the provisions of this paragraph shall not be responsible in damages for any wrongful seizure made in good faith.

But whenever anyone other than the defendant claims the right of possession or ownership to such seized property, then in such case the officer may permit such claimant to have the custody of such property pending a determination of the court as to who has right of possession or ownership of such property.

(d) Any garnishee defendant shall be required to appear and make answer in any such action, as required by law, without having paid to him in advance witness fees, but such witness fees shall be included as part of the taxable costs of such action.

Out of any recovery on a judgment in such a suit, there shall be paid: first, the witness fees to the garnishee defendant; second, the wage claims involved; third, the sheriff's or constable's fees;

and fourth, the court costs.

Section 14. Separability of provisions.--If any provision of this Act, or the application thereof to any person or circumstance, is held invalid, the remainder of the Act, and the application of such provision to other persons or circumstances shall not be affected thereby.

Mrs. Beyer, Room 6326 Sept. 11, 1944

Miss Miller

Word has come from Miss Wolfe today, and I think you will be interested, as follows:

> "Both you and Mrs. Beyer will have a single room at the Jefferson Hotel and they will be reserved for the night of October 3. Reservations from the delegates are beginning to come in. The Labor Commissioners from Oklahoma, Indiana, and Arkansas will be here. As yet no Republicans have registered. There are several union representatives who have written for rooms."

FM:IS

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller

DATE: September 7, 1944

FROM : Clara M. Beyer

SUBJECT: St. Louis regional conference

We are inviting Bishop O'Hara of Kansas City, Mr. Irwin DeShetler, CIO Regional Representative, Mr. Ruben Woods, President, and Mr. Frank Murphy, Secretary, of the Missouri State Federation of Labor.

WOMEN'S BUREAU
SEP 1944
DEPARTMENT OF LABOR

Sept. 8, 1944

Dear Miss Wolfe,

Mrs. Beyer is inviting to the St. Louis Conference Bishop O'Hara of Kansas City, Mr. Irwin DeShetler, CIO Regional Representative, Mr. Ruben Woods, President and Mr. Frank Murphy, Secretary, of the Missouri State Federation of Labor.

Sincerely yours,

Secretary to Miss Miller

IS

September 6, 1944

Miss Elsie Wolfe
529 New Federal Bldg.
12th & Market Sts.
St. Louis 1, Mo.

Dear Miss Wolfe:

As long as it is not my writing, I think hand-written letters are quite all right and I am very glad to know from yours of the interest there is in Kansas City for the Minimum Wage program.

I have sent on to Mrs. Beyer the names included in your letter. Mrs. Beyer, by the way, will join us for the minimum wage conference either night, as you can manage.

As for the return trip, I think I am going to be able to make it by plane leaving on Wednesday morning. Thanks for inquiring about the trains.

Cordially,

Frieda S. Miller, Director

FM:IS

Mrs. Beyer

Miss Miller

Sept. 6, 1944

A letter from Miss Wolfe today says that Bishop O'Hara (Catholic), Kansas City, has much influence in the region and she believes he would be interested in the Conference. She also reports Mr. Irwin De Shettler, CIO Regional representative, Rialto Building, Kansas City, and the following State AFL people as desirable candidates:

Mr. Ruben Woods, Pres. (State Federation of Labor
Mr. Frank Murphy, Sec'y (Carmen's Bldg., Kansas City, Mo.



U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

529 New Federal Bldg.
St. Louis, Mo.
Sept. 4, 1944

My dear Miss Miller:

I returned from Kansas City on Saturday night, feeling that much progress had been made in regard to our Minimum Wage program. Every organization I contacted was interested and willing to serve on the committee — including the B & P's. We shall have several groups not yet included on our Committee here, such as the P E O's and individual churches. The first meeting in K. C. will be held Sept. 13th at the Y. W. C. A. Mr. Clark from the B.L.S Regional Office will give us a little talk on wage rates &c.

In regard to our Post War Legislation Conference on Oct. 2nd and 3rd, I wonder if the State A. F. L. and C. I. O. officials in Mo. have been invited. Will you please check with Mrs. Beyer? I should have included the following names on my list.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

A. F. L. (State)

Mr. Ruben Woods, Pres.
" Frank Murphy, Secy. } State Federation of Labor
Carmen's Bldg;
Kansas City
Mo.

C. I. O. (Regional)

Mr. Irwin De Shettler, Vice Pres.
Rialto Bldg;
Kansas City, Mo.

Both Mr. Woods and Mr. Murphy are interested in a State Min. Wage Law. I did not see Mr. De Shettler.

Bishop O'Hara (Catholic) has much influence in this region and he is also interested in Min. Wage. He lives in Kansas City if you want to invite him. I talked to him on Saturday.

Since today is a holiday for most people, I can't make any definite arrangements for our meeting on the evening of Oct 2nd or 3rd but I'm delighted that you will join the group — I think we will make it a dinner meeting because St. Louisans like to eat! Haven't had time to contact the Employee Relations Club but I shall do so sometime this week.

There are no good trains leaving St. Louis at night for Wash. D. C. The B & O. has one leaving St. L. at 11:15 P. M. arriving in Wash. 11:40 P. M. the next night. The fast trains all leave St. Louis around 9 or 9:30 A. M. and again about noon or soon after. I checked on the night trains and found only the B & O. with a night train that makes the trip in 24 hrs. The Penna. night train takes about 30 hrs. and arrives in Wash. around 5 A. M. the second day.

Miss Williams, my secretary, is having a holiday to-day. Hope you don't object to the hand writing.

Sincerely

Elsie Wolfe

September 5, 1944

Dear Miss Wolfe:

This is to let you know that we have a reservation for Miss Miller on the 6:30 p.m. train (B & O) to St. Louis on Saturday, September 30th, arriving St. Louis at 1:30 p.m. Sunday. Miss Miller plans to return by 'plane - the 8:30 a.m. Wednesday morning, October 4th. Will you arrange for her to have one of the single rooms that may be kept through Tuesday night - I believe you said there might be one or two of these.

Enclosed is a copy of a memorandum from Mrs.Beyer in which she says she will be glad to attend the meeting of the Missouri Legislative Comm ttee.

Sincerely yours,

Secretary to Miss Miller

IS

To Wolfe

U. S. DEPARTMENT OF LABOR

DIVISION OF LABOR STANDARDS

WASHINGTON

WOMEN'S BUREAU
SEP 5 1944
DEPARTMENT OF LABOR

September 4, 1944

To: Miss Frieda Miller

From: Clara M. Beyer

We have advised those attending the St. Louis conference to send a carbon copy of their hotel reservation request to Miss Elsie Wolfe.

I should be glad to join you in the meeting of the Missouri Legislative Committee as arranged by Miss Wolfe.

Certainly Margaret Hickey should be invited. I am having her invitation sent out today.



Copy sent to Wolfe 9/5/1944
CMB.

Mrs. Beyer

Miss Miller

Sept. 1, 1944

We have just had a note from Elsie Wolfe in which she asks, first, that the Jefferson Hotel be notified as soon as possible about who must have single rooms and who can share, as what they are doing is reserving eight doubles with twin beds and nine singles. She goes on to say:

> "I should like very much to have you, and Mrs. Beyer, if she wishes, meet with our Legislative Committee to discuss informally with them the different phases of minimum wage legislation and the need for it at this particular time. Our next meeting is set for October 9th at 7:45 p.m., and I think we could move it up one week to October 2, if that will be convenient for you."

I am telling her that I will be very glad to meet with her Committee and I sincerely hope you can join us.

Finally, she says that she and Lucille talked about inviting Margaret Hickey, that Miss Hickey has been very cooperative and that she would like very much to have her invited to the second day of the conference. Personally, I feel very keenly that Miss Hickey should be included and assume that it is only because Miss Wolfe thought she would be that she didn't put her name on her list. Do let me know what you think of this, too.

FM:IS

September 1, 1944

Dear Miss Wolfe,

I am keeping Mrs. Beyer reminded of the necessity of prompt action with regard to the Hotel Jefferson reservations. I have asked her to join us at the meeting of your Legislative Committee on the evening of October 2. I certainly would be very much interested to meet them.

So far as a meeting of the Employee Relations Club goes, do what you think is most useful, provided it doesn't make me hold over until the 4th. I should like to get out on a night train on the 3rd.

Sincerely yours,

Director

Mrs. Beyer

Aug. 30, 1944

Miss Miller

Conference in St. Louis October 2 and 3

Out of a full list of interested Missourians whom Miss Wolfe especially feels would be both helped by and helpful to the Conference, I would suggest invitations be sent to the following:

CIO Council (1 member)
225 Title Guaranty Building
706 Chestnut

Mr. Robert Logsdon, President
Mr. Oscar Ehrhardt, Secretary

AFL Central Trades and Labor Union (1 member)
1411 North Grand

Mr. Joseph Clark, President
Mr. John Rollings, Secretary

Mr. William Sentner, General Vice-Pres.
United Electrical Workers
Title Guaranty Building

Mrs. Mary Ryder
Women's Trade Union League
4383 Westminster

Mrs. Kate Carr
National Consumers' League
8223 Washington

Miss Frances Munn
Y.W.C.A.
1411 Locust

Mrs. George Gellhorn
4366 McPherson
(League of Women Voters)

Mrs. Helen Wood McLaughlin
Social Planning Council
613 Locust

Mrs. Beyer

Aug. 30, 1944

Miss Miller

St. Louis Conference.

Due to the limited number of single rooms available, Miss Wolfe requested a list as soon as possible of the people who insist on having one.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

WOMEN'S BUREAU
AUG 31 1944
DEPARTMENT OF LABOR

Regional Office
529 New Federal Building
St. Louis, 1, Missouri

August 30, 1944

Miss Frieda Miller, Director
Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

Dear Miss Miller:

This letter will confirm our telephone conversation this morning concerning the regional conference on Post War Legislation. Arrangements have been made at the Hotel Jefferson for October 2 and 3, with room reservations for October 1 and 2, and until noon of the 3rd, at which time the World Series people will be coming into St. Louis. They will reserve 8 double rooms with twin beds and 9 single rooms. Will you send the list of people who must have single rooms, and also those who are willing to share a room?

I should like very much to have you, and Mrs. Beyer, if she wishes, meet with our Legislative Committee to discuss informally with them the different phases of minimum wage legislation and the need for it at this particular time. Our next meeting is set for October 9th at 7:45 p.m., and I think we could move it up one week to October 2, if that will be convenient for you.

Concerning the Employee Relations Club (men and women in personnel work) --- they are very eager to have you speak at a dinner meeting regarding the post war status of women workers as you see it. However I have not contacted any of them since the change in date so I am not certain as yet what arrangements could be made for October 2 or 3. I will let you know sometime next week.

When I was in Washington Lucille Buchanan asked me what I thought about inviting Miss Hickey to the conference. Inasmuch as Miss Hickey has always been very cooperative with the Women's Bureau here in St. Louis, I think it would be good strategy to include her among the few from St. Louis that are to be invited. I had lunch with her last Saturday and I mentioned the fact that the Department of Labor was having this regional conference. She seemed interested and since the Business and Professional Women are actively taking part on our Legislative Committee I would like to have her come. At the present time I can't think of anyone in particular who should be invited from the other states in my region.

I am going to Kansas City to get together a committee that will work on this minimum wage program.

Sincerely,
Elsie Wolfe

Elsie Wolfe

EIW:cw

P.S. I ask the Jefferson to reserve, if possible, one or two single rooms for nite of Oct. 3rd

WOMEN'S BUREAU
AUG 31 1944
DEPARTMENT OF LABOR

(Sample)

August 30, 1944

Mr. W. J. McCain
Commissioner
Arkansas Department of Labor
Little Rock, Arkansas

Dear Mr. McCain:

Yesterday I wrote you regarding your attendance at a St. Louis Regional Conference. We have just been advised that it will not be possible to secure hotel reservations on October 4, due to the World Series baseball games. Accordingly, we have changed the dates of the conference to October 2 and 3. The meetings will be held at the Jefferson Hotel, instead of the Coronado, beginning at 10 a.m. This hotel is reserving a limited number of rooms for those who attend. Please advise the hotel at once if you wish to reserve a room and indicate the time of your arrival.

It would be helpful if you would send a copy of your hotel reservation request to Miss Elsie Wolfe, 529 New Federal Building, Twelfth and Market Streets, St. Louis 1, so that she may make certain that you get an accommodation.

Very truly yours,

V. A. ZIMMER
Director

CMB:edt

DEPARTMENT OF LABOR

No. 203 GPO 18—31691-1

DEPARTMENT OF LABOR

No. 203 GPO 18—31691-1

DEPARTMENT OF LABOR

No. 203 GPO 18—31691-1

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

.(123).

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

1944 AUG 29 PM 6 41

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

AB50

LJ533 NL GOVT=STLOUIS MO 29

FREDA S MILLER=

WOMENS BUREAU US DEHT OF LABOR WASHDC=

IMPOSSIBLE TO GET HOTEL RESERVATIONS IN STLOUIS OCTOBER 3 AND 4 DUE TO WORLD SERIES BEGINNING OCTOBER 4TH NO RESERVATION AVAILABLE ANY TIME IN OCTOBER PREVIOUS ARRANGEMENTS WILL BE HELD UNTIL FURTHER NOTICE=

ELSIE WOLFEX.

.344.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Gen. 49

U. S. DEPARTMENT OF LABOR

ROUTING SLIP

DATE _____

To- Miss Miller From Mrs. Beyer

Referred for—

- ☐ Approval
- ☐ Comment
- ☐ Digest
- ☐ Discuss with me
- ☐ File
- ☐ Information
- ☐ Memo
- ☐ Previous correspondence
- ☐ Reply
- ☐ Report
- ☐ Return
- ☐ Signature

☐ Reply for signature of _____

Remarks: _____

WOMEN'S BUREAU
AUG 29 1944
DEPARTMENT OF LABOR

O STATE LABOR COMMISSIONERS

rby State labor law administrators
he problems which will be facing
te post-war period. They expressed
ight not be fully informed and
falling within their jurisdiction
ld be theirs. To consider their
a number of regional conferences
propriate administrative and

he first of these regional confer-
he Coronado Hotel beginning at
day of the conference will be
State and Federal labor departments.
ves of labor groups, women's organi-
ted in State labor legislation will
t very small so that there may be
free discussion. We feel certain the exchange of information will prove helpful to all concerned.

We hope very much that you will attend this conference and give the benefit of your experience. A prompt reply will be appreciated.



WOMEN'S BUREAU
AUG 2 8 1944
DEPARTMENT OF LABOR

SUGGESTED DRAFT OF LETTER TO STATE LABOR COMMISSIONERS

Recently a small committee of nearby State labor law administrators met in Washington to discuss some of the problems which will be facing State labor departments in the immediate post-war period. They expressed concern that State labor departments might not be fully informed and prepared to deal promptly with matters falling within their jurisdiction and thus lose the leadership that should be theirs. To consider their problems this committee suggested that a number of regional conferences be held in the near future at which appropriate administrative and legislative action be discussed.

St. Louis has been selected for the first of these regional conferences. The meetings will be held at the Coronado Hotel beginning at 10 a.m. on October 3 and 4. The first day of the conference will be limited to the representatives of the State and Federal labor departments. On the second day, a few representatives of labor groups, women's organizations, and the other groups interested in State labor legislation will be invited. The meetings will be kept very small so that there may be free discussion. We feel certain the exchange of information will prove helpful to all concerned.

We hope very much that you will attend this conference and give the benefit of your experience. A prompt reply will be appreciated.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25



August 25, 1944

Miss Frieda Miller, Director
Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

My dear Miss Miller:

In accordance with your request, I am sending you a list of persons from St. Louis who I believe would be interested in attending, and would benefit by the discussion at the conference on Post War Legislation, particularly on Minimum Wage. (See attached list)

I suppose Mrs. Beyer will object to having as many people from St. Louis as the list indicates, but I hope that she will be willing to consider at least the names which are starred.

I have made arrangements with the Coronado Hotel for September 20, 21, and 22. They will be able to provide a few single rooms, but the majority of the rooms will have twin beds. They suggested that a list of persons who would be willing to share a room should be sent them sometime before that date, or perhaps it might be easier to send the names of those who insist on having a single room. None of the other hotels which I have called were willing to promise any single rooms.

An assembly room will be provided for the conference and it is not necessary to have a banquet in order to get the meeting room.

Sincerely,

Elsie Wolfe

Elsie Wolfe

EIW:cw

Elsie Wolfe

Persons Interested in Attending Post War Legislative Conference

St. Louis, Missouri

*CIO Council (1 member)
225 Title Guaranty Building, 706 Chestnut

Mr. Robert Logsdon, President
Mr. Oscar Ehrhardt, Secretary

*AFL Central Trades and Labor Union (1 member)
1411 North Grand

Mr. Joseph Clark, President
Mr. John Rollings, Secretary

*United Electrical Workers ~~(1 member)~~
Title Guaranty Building

Mr. William Sentner, General Vice-President

Some Members of the Legislative Committee:

I.L.G.W.U.
Rita Overbeck, Education Director
110 North Ninth

Amalgamated Clothing Workers
Mrs. Marie Kiely
1722 Washington

Women's Trade Union League -- and -- National Consumers League
* Mrs. Mary Ryder, 4383 Westminster
* Mrs. Kate Carr, 8223 Washington

Y. W. C. A.
* Miss Frances Munn, 1411 Locust
Mrs. E. V. Cowdry, 5044 Westminster

League of Women Voters
* Mrs. George Gellhorn, 4366 McPherson

Social Planning Council
* Mrs. Helen Wood McLaughlin, 613 Locust

Business and Professional Women
Miss Lillian Sagorske, 5881-1/2 Plymouth

Legislative Committee Members (cont'd)

A. A. U. W.

Louise Larrabee, 6633 Kingsbury

Federation of Churches
Mrs. C. H. Corbett, 7100 Delmar

Council of Catholic Women
Mrs. William Walsh, 4411 Arco

Council of Jewish Women
Mrs. Marcus Hirsch, 5601 Waterman

St. Louis University
Father Leo Brown, 221 North Grand

Associated Industries
Mr. Omar Allman, Railway Exchange Building

Chamber of Commerce, Industrial Department
Mr. H. C. Martin, Jr., 511 Locust

Urban League
Mrs. Jennie Buckner, 3017 Delmar

Elsie Wolfe

To: Miss Miller

From: Elsie Wolfe

Re: Regional Conference on Labor Legislation

Division of Labor Standards 8/22 and 8/24.

24)

24)

Elsie Wolfe

Subject: Regional Conference on Post War Legislation

States Included:

Missouri
Kansas
Oklahoma
Arkansas
Iowa
Nebraska
Illinois
Indiana
Ohio

Place of Meeting - St. Louis, Missouri.

Hotel reservations to be secured upon my return to St. Louis. Chase Hotel was suggested.

Date - (Tentative)

Definite date
Sept. 20, 21, 22

September 19, 20, 21
September 28, 29, 30
(To be decided by Miss Miller)

Representatives to be invited to Conference:

(a). State Labor Commissioners from above States plus one other member of State Department. An invitation will also be sent to the Commissioners on the Advisory Committee who recently met in Washington.
(b). U. S. Department of Labor (Heads of Department in that region).
(c). Regional Labor Union Officials.
(d). Regional Church Officials.
(e). Local groups in St. Louis who are interested in Minimum-Wage Legislation.

Elsie Wolfe

Report on Committee Meetings with Division of Labor Standards 8/22 and 8/24.

Members of the Committee:

Lucille Buchanan (absent 8/24)
Bruce Green
Manian Mell
Ruth Scandrett (absent 8/24)
Elsie Wolfe

Subject: Regional Conference on Post War Legislation

States Included:

Missouri
Kansas
Oklahoma
Arkansas
Iowa
Nebraska
Illinois
Indiana
Ohio

Place of Meeting - St. Louis, Missouri.

Hotel reservations to be secured upon my return to St. Louis. Chase Hotel was suggested.

Date - (Tentative)

September 19, 20, 21
September 28, 29, 30
(To be decided by Miss Miller)

Definite date
Sept. 20, 21, 22

Representatives to be invited to Conference:

(a). State Labor Commissioners from above States plus one other member of State Department. An invitation will also be sent to the Commissioners on the Advisory Committee who recently met in Washington.
(b). U. S. Department of Labor (Heads of Department in that region).
(c). Regional Labor Union Officials.
(d). Regional Church Officials.
(e). Local groups in St. Louis who are interested in Minimum-Wage Legislation.

Program:

1st Day - Open only to State and Federal Departments of Labor.
2nd Day - Open only to State and Federal Departments of Labor.
(Attendance - probably 25 or 30 persons.)
3rd Day - Open to Labor Officials and representatives of community groups in St. Louis.
(Attendance - probably 40 or 50 persons.)

Agenda:

Much the same program as was followed at the Advisory Committee conference except that more time will be devoted to Minimum-Wage discussion. The new drafts for State Minimum-Wage and Hour bills will be submitted at this conference and present legislation in the States represented will be discussed.

Banquet:

Miss Miller and Mrs. Beyer were to be consulted as to the advisability of a meeting of this kind.

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
WASHINGTON

AGENDA FOR FIELD STAFF CONFERENCE

October 12, 1944
Morning session - 10:00 A.M. to 12:30 P.M.

I. Brief statement . . . . . Frieda S. Miller, Director

II. Reporting session:

Our area of organized new knowledge; the field studies, significance and problems -

A. Job evaluation as a means of raising wage rates in the old line women's occupations. Union participation therein.

Miss Erickson . . . . . 15 minutes

B. Wartime shifts in women's hours, field viewpoint, findings and problems.

Miss Anderson . . . . . 15 minutes

Miss Nienburg . . . . . Open discussion

C. Woman labor shifts and employment expectations.

Miss Ewing . . . . . 15 minutes

Mrs. Monson . . . . . Open discussion

D. Trade Union Cooperation.

Miss Bagwell . . . . . 15 minutes

Agenda for Field Staff Conference - 2

October 12, 1944
Afternoon session - 2:00 P. M. to 4:30 P. M.

III. Reporting session:

Central office programs - Analysis, interpretation and presentation of material -

A. Program and problems in statistical work on field data.

Miss Spring . . . . . 20 minutes

B. Utilization of women in post war employment

Women's Bureau planning for the reconversion period

Miss Pidgeon . . . . 15 minutes

Women's prospects in expandable industries

Mrs. Zapoleon . . . . 10 minutes

C. What the war has done to legal standards

Miss Angus . . . . . 15 minutes

Discussion.

D. Health and safety program

Miss Mohr . . . . . 10 minutes

E. Presentation of information -

1. Program of cooperation with related civic agencies
2. Special areas of information -
   a. Equal Rights Amendment
   b. Domestic service
      Development of programs
      Coverage under Old Age Insurance

Miss Robinson . . . . 20 minutes

Mrs. Nyswander . . . 15 minutes

Agenda for Field Staff Conference - 3

October 13, 1944
Morning session - 10:00 A.M. to 12:30 P.M.

IV. Reporting session:

The Regional Representatives' Job: Community resources; Bureau source of information re local conditions and problems -

(Present job content; problems; potentials)

Mrs. Webb.	10 minutes
Miss Ziegler	" "
Miss Wolfe	" "
Mrs. Sater	" "
Mrs. Currier	" "
Miss Smaltz.	5 minutes
Mrs. Lowrie.	" "

October 13, 1944
Afternoon session - 1:45 P.M. to 4:30 P.M.

V. Reports from related agencies of the Department of Labor

A. The expanded program of B.L.S. in reporting of employment and payroll -

Information re employment and payroll of women

Mrs. Kinnicutt -
~~Mr. Meyer or Mr. Stewart.~~ . . . 20 Minutes
Discussion. . . . . 20 minutes

B. Problems and standards in the employment of minors in the reconversion period.

Miss Beatrice McConnell. . . . 20 minutes
Discussion . . . . . 15 minutes

C. Plans for health and safety campaigns in the current year

Mr. Kennedy, Division of
Labor Standards. . . . . 20 minutes
Discussion . . . . . 15 minutes

D. Work and problems of Wage - Hour Division of special application to women workers.

Mr. Walling . . . . . 20 minutes
Discussion. . . . . 15 minutes

Agenda for Field Staff Conference - 4

October 14, 1944
Morning session - 10:00 A.M. to 1:00 P.M.

VI. Discussion conference:

(Regional representatives, Miss Miller, Miss Nienburg, Miss Pidgeon, Miss Robinson, Miss Spring)

Brief statement. . . . . .Frieda S. Miller

A. The program of women's utilization in war industries -

Shall we discontinue this work in all areas?

Shall we continue to lend constructive direction to such wartime developments as counselor systems, housing facilities, etc.?

B. Building community support for women's participation in post war industry -

Media for operation
Needed cooperation for operating relation to central office program
Local sources

C. Program of Trade Union cooperation

D. Program for strengthened legal standards

E. Reporting to Washington

Afternoon - October 14, 1944

Continuation of conference - either individual or as further group discussion.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

September 30, 1944

MEMORANDUM

To: Field Staff

From: Frieda S. Miller

Subject: Field staff conference, October 12, 13 and 14.

There is enclosed draft of agenda for our conference with field staff representatives which may not be final but I hope will give you at least some idea of the general direction that we expect our discussions to take. I look forward to these discussions as giving us an opportunity to appraise our program and objectives from our various points of view, both field and office. You are familiar with the goals that were set at the last conference and you have been working toward their realization. At this time I hope that we may be able to put those various pieces together and use the progress that has been made to sharpen our thinking and planning for the work that is ahead in the readjustment of women's position in the industrial field. In our work, the functions of the field staff are primarily to get for us a body of new information to keep abreast of the lines of interest as to women's work that the Bureau has long been following; to find out what new areas of interest and concern should be developed to meet the changing needs of women workers; and, especially for those of you stationed regularly in regions, to aid in developing in the regions an understanding of women workers' needs and cooperation of interested agencies.

What I anticipate for us to do is to begin with an overall consideration -

At the first session, the present status, prospects, and problems of our work in the field.

The Second session is intended to concern itself with the work of exploration of material, analysis, interpretation, and presentation that is being carried forward in the central office.

The third session, with the problems and prospects of the regional representatives' jobs.

The fourth session with the related activities of other agencies of the Department.

Finally, I hope we may devote the third day to consideration of the proposals and problems that have been raised in the first two days and to hammering out of conclusions on which we will shape our program for the period immediately ahead.

Miss Nienburg September 7, 1944

Mary Elizabeth Pidgeon

Subjects for talks at Conference of field and office staff and content of talks (the latter, of course, for your information, but not to appear on program)

WOMEN'S BUREAU PLANNING FOR THE RECONVERSION PERIOD - Pidgeon
- Women's Bureau material now available for use
- Work in progress (Jam. Resp.; Opportunity Studies) (limited duration; continuing program)
- Next steps

Suggestions as to content and how to use

WOMEN'S BUREAU STUDIES OF OCCUPATIONAL OPPORTUNITIES FOR WOMEN, AND PARTICIPATION IN COUNSELLING - Zapoleon
- Studies in progress (Health and Medical field)
- Next studies to be undertaken
- Mention participation in Employment Service program
- Mention trips to group conferences for counselling

WOMEN'S BUREAU PROGRAM FOR HEALTH AND SAFETY OF WOMEN WORKERS - Mohr
- Material to aid and stimulate industrial nurses in a good health job
- Cooperation with National Safety Council and other agencies
- Dynamic presentation of data on industrial injuries to women
- Further safety education programs visualized, and material to be prepared for use in such programs

U. S. DEPARTMENT OF LABOR WOMEN'S BUREAU

Work For Women After the War

In the war period over 7 million women not employed before have gone to work, chiefly in factories, services, offices, professions, and on farms. Some have left the labor market, many have changed occupations. Over 19 million women were in the peak labor force.

Close of the war will bring to an end, often quite suddenly, much of the activity in which these women have engaged in some of the major war industries, such as making ammunition, guns, ships, aircraft, parts. What will happen to these workers?

Many women will not want to continue in the labor force. Many others need to work. In fact, *before the war women made up about one-fourth of the labor force.*

The opportunities for women's work will depend first of all on available jobs. *Employment for all* who need to work—men and women alike—is the after-war goal that *must be planned for now and attained.*

This country must use effectively the skills of women workers, demonstrated during the war.

Wise policies for the period of change from war-time to peacetime production must be worked out by cooperation of unions and employers (in manufacturing, business, service industries, agriculture), with the aid of Government. These should include use of women's skills, full seniority for women, shortened work hours, equality in training, pay, and job advancement, adequate insurance for jobless women. *Organized women should share fully in this planning.*

The Four Freedoms must be assured in American economy at home, as well as in the world at large. An important measure of this is in whether all workers can get jobs.

WOMEN, LIKE MEN, NEED JOBS—FOR FAMILY SUPPORT

There are more women than men in the population.
Even before the war, a fifth of the women workers were the principal wage earners in their families.
Even before the war, women made up a fourth of this country's work force.

FACTS THAT WILL HELP WOMEN TO GET JOBS:

Women have developed special skills in war-work processes that call for nimble fingers, delicate touch, dexterity, and perseverance.
Industries will need women in jobs that in past years long have employed them.
Employers want to keep women on some kinds of work. They have found women effective workers, careful of materials, causing less spoilage than before, good at following instructions. Women truck, bus, and cab drivers have superior safety records.
Many plants have been engineered to fit women, with machines and benches suited to women's height and strength—lighter jigs, dies, fixtures, and parts, automatic stops, new machine guards, lifting devices, special job rotation.

FACTS THAT WILL CREATE DIFFICULTY FOR WOMEN WORKERS:

Women have newly entered many of their present jobs.
They have not yet built long seniority records.
Some union contracts do not protect their seniority.
Old traditions as to women's work still persist in the minds of some: that they work for pin money, though facts show that great numbers must support themselves and others; that their place is in the home, though much production and service formerly done at home now is done outside.

TYPES OF WORK THAT WILL NEED WOMEN

In producing consumer goods, where women long have been employed, as in the electrical, shoe, textile, food, jewelry, and other industries.

In the manufacturing of goods to help in the reconstruction of devastated countries, as well as the replenishment of depleted stocks in this country.

In assembling parts of radios, autos, instruments; in inspecting; operating machines; fabricating steel and plastic products. (Before the war, iron and steel had nearly 70,000 women wage earners.)

In various selling trades, and in service industries, where shortages will continue to be acute, as in restaurants, laundries, households.

In various business and clerical operations, as in secretarial work, statistics, and accounting.

In specialized technical and professional work, as in plant laboratories, nutrition, medicine, education, rehabilitation of handicapped, research, and various scientific services.

In community and social security services, as in health, welfare, child care, and recreation.

WOMEN SHOULD:

Develop their own skills as far as possible.
Learn more of the economic questions affecting them.
Be active in unions and professional organizations.
Help to develop an economy that will provide full employment for all who need to work.

THE WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR SAYS:

Women, like men, need jobs to support themselves and their families. This country must use effectively the valuable skills of women workers, demonstrated markedly during the war period.

Displaced war workers, both men and women, must be placed in new jobs. Women must be accorded opportunities for—adequate training; advancement in work according to ability; equal pay; a share in making policies related to their work and to American life.

THE WOMEN'S ADVISORY COMMITTEE OF THE WMC SAYS:

Prospects for job security and other new job opportunities after the war are as important to women as to men. The American people, therefore, must demand consideration of the status of women in all post-war plans. This consideration is important to the war effort now, and it is socially desirable for the post-war period.

THE INTERNATIONAL LABOR ORGANIZATION SAYS:

In accordance with the consistent policy of the International Labor Organization, it is suggested that the redistribution of women workers in the peace-time economy should be organized on the basis of their individual merit, skill, and experience.

THE NATIONAL WOMEN'S TRADE UNION LEAGUE SAYS:

Some women will go back to the home, but most women now at work will not—because they can not. They too, like men, must have jobs to earn and live. Lose no time in finding solutions to women workers' present problems, but even as you concentrate on the present you are forced to keep an eye on the future. Tomorrow has an inescapable way of becoming today.

September 1, 1944

(WB 45-29)

Serial No. R. 1581

UNITED STATES DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
BUREAU OF LABOR STATISTICS
Isador Lubin, *Commissioner* (on leave)
A. F. Hinrichs, *Acting Commissioner*

WOMAN WORKERS IN TWO WARS

From the MONTHLY LABOR REVIEW
of the Bureau of Labor Statistics
United States Department of Labor
OCTOBER 1943 *issue*

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The data in table 2, taken from the month-by-month statistical estimates of the labor force prepared by the Bureau of the Census, reflect the effect on the Nation's womanpower of the increasing demands of war. It will be noted that whereas in June 1940 (immediately after the beginning of the defense program) women constituted only 23.5 percent of all persons employed, this proportion had risen to 31.3 percent 3 years later.

TABLE 2.—*Estimates of Civilian Woman Labor Force,*[1] *June 1940–43*

Month	Civilian woman labor force [2]		Employment						Unemployment	
			Total		Nonagricultural		Agricultural			
	Number (millions)	Percent of total labor force	Number (millions)	Percent of total employment	Number (millions)	Percent of total nonagricultural	Number (millions)	Percent of total agricultural	Number (millions)	Percent of total unemployment
June 1940	13.9	24.7	11.2	23.5	9.7	26.5	1.5	13.6	2.7	31.4
June 1941	13.9	24.7	11.9	23.7	10.4	26.5	1.5	13.8	2.0	33.3
June 1942	15.0	26.7	13.9	26.1	11.8	28.2	2.1	18.3	1.1	39.3
June 1943	17.3	31.7	16.7	31.3	14.4	34.7	2.3	19.3	.6	50.0
July 1943 [3]	17.7	31.9	17.1	31.5	14.8	35.1	2.3	19.0	.6	50.0

[1] 14 years of age and over.
[2] Excludes persons in institutions.
[3] Latest data available.

In June 1940, it was estimated, there were 11.2 million employed women as against 2.7 million unemployed and seeking work.

During the months following, despite the speeding up of the production of defense materials, influenced to considerable degree by the Lend-Lease program, there was no appreciable advance in women's employment. In 9 of the 12 months from June 1940 through May 1941 the number of woman workers dropped even below the 11-million mark. In June 1941 the total climbed to 11.9 million. In this whole period, as well as in the next 6 months preceding the attack on Pearl Harbor, comparatively few women were hired by defense plants, primarily because of the large backlog of unemployed men on which the expanding munitions industries could draw—a total of 5.9 million in June 1940, which went up to 6.3 million by July, and in June 1941 had still not fallen below the 4-million level. Moreover, there was encountered in many quarters a definite discrimination against women as munitions workers, based on traditional prejudice and fear that they lacked mechanical ability despite their proved skills along such lines in the manufacture of armament in 1917–18. In January 1942, a month after the attack on Pearl Harbor, there were 11.9 million employed women, the same total as in the preceding June. The number of unemployed women, however, had dropped by 0.7 million, indicating the more-than-seasonal absorption of a substantial proportion of the new June workers as well as other woman job applicants June totals are weighted with new young workers coming into the labor market for the first time or for vacation jobs.

After January 1942 came the sudden and rapid rise in women's employment. Compared to June 1940 there were 2.7 million more by June 1942, and 5.5 million more by June 1943 when the total number of employed women had soared to 16.7 million. This was a net

increase in the 3-year period, of 50 percent. Thus, with the sudden impact of war and its simultaneous speeding up of the draft and war-material production, barriers to women began to fall, in some quarters rapidly, in others only as an inevitable necessity. A few intransigents still maintain a hold-the-line policy against woman labor.

The significance of this 5.5-million increase in employed women is reduced considerably by two facts: (1) The women in agriculture in June 1943 constituted a larger proportion of all agricultural workers (19.3 percent) than in June 1940 (13.6 percent), and a large number of these farm workers are seasonal. For example, June 1943 showed a half million more women at work on farms than in May, and a million and a half more than in January. In nonagricultural employment the increase of women between the two Junes was 4.7 million. (2) The absorption as wage earners of some 2 million unemployed women into the ranks of the employed meant that the actual rise of women in the "labor force" from June 1940 to June 1943 was just 3.4 million. (In June 1940 there were 2.7 million jobless women, whereas the corresponding number for June 1943 was 0.6 million.) For men the 3-year period showed a net gain in employment of 0.3 million, or an increase of 0.8 percent. During these years, however, the taking up of the unemployment slack for men was most striking; the June 1940 total of 5.9 million jobless men had fallen to 0.6 million in June 1943.

What proportion of the 3.4-million increase among women in the labor force consists of homemakers who have sought employment for the duration it is impossible to say. According to a War Manpower Commission estimate, during 1942 half a million housewives joined the wage-earning ranks. All told, in June 1943, about a third of the woman population was employed—3 in 5 of the single women, 1 in 6 of the married, and 1 in 2 of the widowed, separated, and divorced women.

In any survey of the greater use of womanpower, as a result of the war, and of the scaling down in their employment with the coming of peace, account should be taken of the spectacular increase among women in the executive branch of the Federal Government, from a little over 186,000 at the end of June 1940 to nearly a million at the end of June 1943. The new recruits are almost entirely at work in the War and Navy Departments and new war agencies, and many of them will be dropped when the emergency is over.

In addition to women in the civilian labor force in June 1943 were the 36,121 nurses on duty with the armed forces and the 100,000 women who were WACs, WAVES, SPARS, Marines, and WAFS. The sizable number of woman Red Cross workers, though on duty with the military services, is included in the civilian labor force and not with the armed forces.

Because of the many uncertainties of war, forecasting for the next year as to further induction of women in the combined labor and armed forces is difficult. However, if by July 1944 the personnel of the armed forces is stepped up to the estimated 11.3 million (a 2-million increase over this past July), and the work force in the munitions industries is increased to a prospective 11.6 million employees (in accordance with the War Manpower Commission estimate), obviously many more women must be recruited. It is estimated that of the 2 million additional workers in munitions, 1.3 million will be women. Over 200,000 more women are wanted for the armed

forces by the Army and the Navy; and the need of the essential civilian industries for many additional women cannot be overlooked, as evidenced by the active recruitment campaign sponsored by the War Manpower Commission.

All indications are that the recruitment of the required number of women for each of these several main classifications will be much more difficult in the coming months than in the past, and that the patriotic motive will have to constitute the chief appeal.

Women's Employment in Manufacture of Munitions in Two Wars

There are striking parallels between the war of 1914–18 and the present one as regards the war industries and occupations giving employment to women.

WORLD WAR I

In the first years following the armistice, the Women's Bureau of the U. S. Department of Labor published several reports analyzing the position and achievements of women. Many of the statements in those bulletins read like pages from today's chronicles, though on a much smaller scale.

Women in steadily increasing numbers, then as now, entered fields which prior to the war had been regarded as men's exclusive province, while many other thousands of women carried on in the traditionally feminine food and fabric industries. Not only were the experienced women already in manufacturing at the outbreak of hostilities utilized largely for munitions making, but such groups as school teachers joined their ranks and large numbers of inexperienced women never before in the labor force were inducted into the work.

A list of 19 "war agent and implement industries" was drawn up to show how growing numbers of women were hired.[1] The most significant of these were iron and steel, lumber, transportation equipment, chemicals, metal and metal products, automobiles, electrical machinery and equipment, rubber goods, optical goods, and scientific and professional instruments.

As the months passed and the second draft drew off more and more men into combat services, the more urgent became the demand for woman labor. This was true in the vast majority of occupations that made definite contribution to the winning of the war—not only in manufacturing but in railway transportation, telegraph and telephone operation, farm work, and service trades.

> They operated the lathe, the miller, the drill, the planer, the grinder, and other machine tools; they became proficient in handing the file, the wrench, the hammer, and other hand tools; they read blueprints and used micrometers, calipers, and gages; they used rules and compasses to lay out work for machine cutters. Their employment in these capacities extended into every branch of machine-shop manufacture.[2]

The list in table 3 (page 656) reveals the similarity of the occupational performances of women in the two wars.

Other parallels are shown by the following excerpts from a Women's Bureau publication:[2]

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[1] Women's Bureau Bulletin No. 12: The New Position of Women in American Industry, Washington, 1920.

[2] Women's Bureau Bulletin No. 13: Industrial Opportunities and Training for Women and Girls, Washington, 1922 (p. 11).

Naturally the largest number went into factories manufacturing shells, pistols, guns, and cannon, but in these factories women operated and handled the same kinds of machines and tools as did the smaller, but yet appreciably large, group of women who made parts for engines and pumps; for machines and machinery; for automobiles, motorcycles, and airplanes; for agricultural implements; or who worked on tools, saws, hardware, electrical apparatus, instruments, and clocks.

The kind and extent of experience secured by women in these shops differed greatly. In a few it was sufficiently varied to have in time made them "machinists." * * * In the larger number of shops it was the policy to make "specialists" of women as it is of men. Such shops taught a woman the underlying principles and methods of setting up and operating just one machine, together with the varying characteristics of different metals and tools used in the shop in order to enable her to cut each piece of metal and grind each tool without waste of metal or tool. In other shops where the work was of a repetitive character—which was especially true in munition factories—time was not taken usually to give the women employees general instruction in machine-shop fundamentals. The woman was taught just enough to enable her to turn out, assemble, or inspect duplicated parts at great speed. * * *

* * * their employment was extended during this period in the old occupations and to new occupations on sheet iron, tin, aluminum, brass, and copper sheets. * * * they operated blanking, shearing, and drawing presses to cut or shape these sheets, they soldered and riveted, welded, and assembled; dipped, buffed, and finished. They worked on oil and gas stoves, hoods, radiators, tanks, and fenders of automobiles, on agricultural implements, on tin and aluminum containers and utensils, on brass and bronze fabrications, on cartridges, and on airplanes. The machines operated were largely automatic or required little skill to manipulate. Some women learned how to set up punch presses, but few set up automatic machines. * * *

A smaller number of women * * * went into the foundries * * * While a few were employed at molding * * * sorting, grinding, and filing castings, and laboring, the larger number worked in the core-making branch of the industry, a branch in which women had been used for some years before the war. * * *

In the instrument and optical industries women were employed not only on the metal parts of the instruments but in grinding and polishing lenses, mounting and inspecting, and in assembling the entire instrument. Women were peculiarly adapted to this work because of the smallness of the parts and the delicate fashioning required. * * *

Turning to the woodworking industries, the largest group of women substituted for men during 1917 and 1918 went into furniture and veneer factories, there to work on peacetime products or to make airplane parts or munition and tool boxes or wheels for artillery trucks. * * *

In the chemical industries, exclusive of explosive manufacture, the tasks turned over to women were largely of a laboring character or involved the feeding or tending of automatic machines.

That women were highly satisfactory as workers in the 1917–18 war industries is evidenced by the following statement by the President of an Ohio metal-goods plant:

In reference to the occupations in which women have replaced men the following may give you some idea of the diversity of the work. In the machine department women became expert and got out much greater production in running turret lathes, punch presses, bench lathes, milling machines, drill presses, grinding machines, and engraving machines, and in addition to the operation of these machines we taught them to grind their tools, to act as job setters, and to superintend some of the departments. In the inspection department practically every inspector was a woman. In the assembly departments * * * all were women, and they did better work and got out more production than men whom we tried on the job at various times without success. We found, too, that we could place as much, if not more, dependence in women in coming to their work and remaining on the job, which accounts for our having the lowest turnover in help in any factory ever heard of, which was less than 4 percent per year. We taught women to inspect tools and check them over according to the drawings after they came from the tool shop, in which department women became expert. In the optical department most of the employees grinding lenses were women,

who were remarkably successful in the work. In the assembling of lenses we had none but women on the job, and you will find by inquiring at the Ordnance Department that our lenses and prisms were as fine as any in the world.[3]

The Assistant Secretary of War, acting as the Director of Munitions at that time, gave the following report:

For the successful carrying out of our program for the production of vast quantities of explosives and propellants, as well as shell loading, the women of America must be given credit on account of the highly important part they took in this phase of helping to win the war. Fully 50 percent of the number of employees in our explosive plants were women, who braved the dangers connected with this line of work, to which they had been, of course, entirely unaccustomed, but whose perils were not unknown to them.[4]

WORLD WAR II

If space permitted, similar successful achievements of women as war workers in other lines of endeavor could be cited. Yet as already noted and as definitely revealed by surveys of the Women's Bureau, carried on in the latter half of 1940 and the whole of 1941, employers in defense plants either were ignorant of, or disregarded, the convincing facts concerning women as war workers a quarter of a century ago.

Now the tide has definitely turned and women form a vital and growing force in many of the key war industries. The trends in specific industries indicate that womanpower is even more indispensable in winning the present war than in winning the first one. In general women are being utilized extensively in three broad categories of jobs: Those that women have always done, now multiplied by the demands of war; those where they have been used as substitutes for men, either as replacements or in expanding industries; and those that are new processes never performed by either sex (some of these are the result of subdivision of skilled operations to facilitate mass production, while others are the result of the manufacture of new kinds of equipment).

To assist employers confronted with the need to hire women for the first time or to utilize them on a much more extensive scale, the Women's Bureau has made occupational analyses of a number of key war industries, indicating in which occupations women can be most readily adjusted and in which they can be substituted for men.

As women in the various war industries are performing in general more or less similar jobs, the accompanying list (table 3) cuts across the industries and classifies the occupations according to whether they are using women extensively, to some extent, or to only a slight extent. It should be noted, in this connection, that although woman machine operators frequently do repetitive work, to an increasing degree they are setting up their own machines and performing skilled operations.

Though men are still found in most of the top and highly skilled industrial jobs, women to increasing degree are doing the more skilled, difficult, and disagreeable jobs as well as certain dangerous and sometimes inappropriate types of work. At many processes women are as good as men, while at others they surpass men, especially in jobs requiring patience and painstaking finger sensitivity and dexterity. They soon learn to work to tolerances as fine as ten-thousandths of an inch.

[3] U. S. Women's Bureau, Bulletin No. 12: The New Position of Women in American Industry, Washington, 1920 (pp. 18, 19).
[4] Idem, p. 19.

TABLE 3.—*Typical Operations on Which Women Were Employed in War Production in June 1943*

[Code: A—Women now used extensively; B—Women now used to some extent; C—Women now used to only a slight extent]

Occupation	Code
Manipulative skills:	
Operation of machines:	
Drill presses, single and multiple spindle	A
Milling machines, light and medium, and micro machines	A
Light turret lathes and hand screw machines	B
Bench and watchmakers' lathes	A
Grinding machines (surface, cylindrical, and internal)	B
Gear shaping, cutting and hobbing machines	B
Light punch and forming presses	A
Miscellaneous machines: Profilers, shavers, nibblers, shapers, routers	B
Automatic screw machines	B
Woodworking machines: Saws, sanders, shapers, profilers	B
Nailing machines	C
Power sewing machines	A
Optical and opthalmic glass grinding and polishing	B
Burring, polishing, lapping, buffing, etc., on lathes, drill presses, polishing jacks, and other machines	A
Hand finishing machined parts by filing, burring, lapping	A
Hand gluing (for example, of plywood parts)	B
Sheet-metal forming and riveting	A
Welding:	
Acetylene and torch welding	B
Electric arc welding	A
Spot welding	B
Soldering	A
Electrical work—wiring and assembling parts, winding coils and armatures, soldering, taping, etc	A
Assembly—all types of light sub-assembly and final assembly (often requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines, and riveting presses)	A
Artillery ammunition, loading (bag and shell loading, fuzes, primers, etc.)	A
Operations on bullets, cartridge cases, and primers in small arms ammunition	A
Servicing and repairing of planes at air depots (ground mechanics)	A
Painting:	
Spray-painting small parts and products	B
Touch-up work and hand finishing	A
Radium	A
Stenciling, masking before painting, racking and unracking	A
Shipfitters and loftsmen	C
Helpers	A
Inspection:	
Visual	A
Gage, micrometer or caliper (sometimes with blueprint reading)	A
Calibrating	B
Checking and testing raw materials, stock, and salvage parts	B
Packing, labeling, etc	A
Factory service:	
Production planning, routing, and control	B
Draftsmen and tracers	A
Factory clerks (timekeepers, stock-record clerks, etc.)	A
Tool-crib and stockroom attendants and dispatchers	A
Crane operators	B
Guards	B
Electric-truck drivers, intraplant loading and hauling	B
Supervising (forewomen, leadwomen, group leaders)	B
Training (in plant)	C
Personnel relations:	
Personnel administration (director, assistant director, assistant)	B
Employment—interviewing and hiring	B
Nursing	A
Welfare	A

Women's successful performance in the manufacture of most kinds of war material in the present war is common knowledge and is attested by many statements of industrial authorities. Managements in war plants today which not so many months ago scoffed at the idea of woman employees are now equally articulate in their praise of women's ability and dependability in the matter of technical skills.

The Undersecretary of War, in a congratulatory message sent recently to Army's woman employees, said:

The women of America have responded ably and gallantly to the call to service the war has made upon them. Nowhere is this more evident than in the plants operated by the War Department. They have supplanted men at the bench and the lathe; they are doing civilian work in the nine Service Commands efficiently and in increasing numbers.

In the arsenals, in the ports of embarkation, in the motor centers, in all the War Department installations, their skills are invaluable and their devotion to duty is proven. They are testing guns, making ammunition, fixing motors, sewing uniforms, inspecting ordnance, driving trucks, doing many of the thousand and one jobs that are necessary to keep the machinery of war moving.

I salute them for their faithfulness, their cheerful courage, and their patriotism.

Employment of Women in Various Industries in Present War

AMMUNITION MANUFACTURE

Of the key industries in the present war, the one which opened its doors most readily to women, prior to the United States' entrance into the war, was the manufacture of ammunition for small arms and artillery. One reason for this was that such employment did not run wholly counter to tradition, in view of the peacetime use of about 2,000 women on production in the United States Government arsenals. Thus, with the expansion of such establishments for war purposes, increased hiring of women was a logical procedure. Moreover, as many of the steps that go into the making of bullets, cartridges, and shells are simple, requiring training of not more than a week (designed primarily to instill in the worker the proper precautionary habits for handling explosives), women could be easily utilized.

As the Government during the defense period undertook to build many ammunition plants (particularly for bag and shell loading) to be operated by private management, countless numbers of new jobs were created which had no sex traditions and which could be done by women, often as well as, and sometimes better than, by men. In fact, these plants were erected in many rural areas—chiefly in the Southern, Middlewestern, and Mountain States—with the expectation of recruiting thousands of women.

Within the span of the defense and war activities both the number and proportion of women in these loading plants have mounted steadily until the total runs into many thousands, and constituted in March 1943 over two-fifths of all the factory employees. In the bag-loading plants some processes are given over entirely to women, who are handling not only the smokeless powder but the more hazardous black powder. Though women were not at first employed in the manufacture of explosives, reports show that, in the months since the war started, this field also has opened up to them.

It is impossible to gage fully the amount of womanpower utilized at present for ammunition manufacture, as data are not available for many of the contracting and subcontracting plants.

The types of work done by women in shell-loading plants vary from plant to plant. There is possibility for increased use of women for loading the larger shells, even those of 105 mm. or more, if men are provided to do the heavy lifting. According to the War Manpower Commission, recruiting for replacement needs will become a real problem by the end of 1943 in bag-, shell-, and bomb-loading establishments, and it seems likely that women will be called on more extensively, especially if discrimination against Negro women is eliminated.

In 34 ammunition plants surveyed by the Women's Bureau in 1942–43 the beginning minimum hourly rates for women ranged from less than 40 cents in 2 plants to 70 or 78 cents in 3. The beginning rate in 15 plants was less than 50 cents, 3 paid 50 cents, and the rest 55 to 78 cents. Earnings of factory women in a large representative ammunition plant in the Middle West averaged about $35 for a 48-hour week.

AIRCRAFT MANUFACTURE

The aircraft industry has expanded into a stupendous mass production in an incredibly short time. The spectacular development of aircraft production would have been impossible without the aid of women.

The Women's Bureau survey (in the spring of 1941) of 7 typical aircraft-assembly plants disclosed that only a fraction of 1 percent of the force were women. Among some 100,000 workers on the production lines there was only an occasional woman. Three plants had none. Those employed were engaged chiefly in such work as sewing covers for ailerons, rudders, wing tabs; others were on minor jobs connected with electrical assemblies. The Bureau's occupational analysis revealed that though women were able to perform many of the jobs in the aircraft plants, they definitely were not wanted there. This was true even as late as the fall of 1941, when the War Department was urging the employment of women in airplane manufacture. In fact, only a little over 4,000 women were so engaged a week before the attack on Pearl Harbor.

Then, as the industry realized the task ahead in meeting the President's blueprints for aerial warfare, and the prospective male labor shortage resulting from the draft, the barriers to women were dropped. In June 1943 more than 310,000 women were reported as factory workers in the industry, including airframe, engine, and propeller plants. More than another 100,000 were reported in office and other nonfactory jobs. This industry too has an additional woman force of undetermined number, similar to that in ammunition manufacture, helping to make airplane parts in plants working on a contract or subcontract basis.

The total number of women in this whole field of plane manufacture probably exceeds that in any other war industry, with the possible exception of the electrical industry. The ratio of women in the factory labor force has been steadily increasing, but for military reasons cannot be given in conjunction with the number of women. The proportion varies from factory to factory, the highest in any one plant being almost three-fifths.

Women are helping to make all kinds of planes, from Lightnings and Thunderbolts to Flying Fortresses and Liberators. They are employed on production of autogyros, helicopters, gliders, and the sky "locomotives" for transporting freight. Women are performing with intelligence and dexterity not only all the jobs the Women's Bureau pointed out as readily within their capabilities, but others besides.

The minimum entrance-pay rates for women are very generally the same as for men, 60 cents an hour being the most usual for the day shift, and throughout the industry the policy of equal pay prevails also for the more skilled occupations.

As to typical weekly earnings for women in aircraft, a survey by the National Industrial Conference Board revealed for May 1943 average earnings of a little over $39. The expert woman welder in one plant, reported as receiving a journeyman's rate of $1.32 an hour, and almost $70 in 48 hours, is phenomenal and not usual.

ELECTRICAL-PRODUCTS INDUSTRY

Of all industries that have converted largely to war production, the manufacture of electrical products probably employed the largest proportion of women before the war. The industry has grown considerably, but the relative importance of women has increased even more rapidly. In March 1943 there were nearly 300,000 woman wage earners. In the employment of women this industry probably equals aircraft manufacture, and rises conspicuously above aircraft in the ratio of women to men. For example, it is estimated that in April 1943 women comprised three-fifths of the force in the manufacture of radio and communications equipment. Much of the great growth in women's employment in peacetime, as well as in the war period, is attributed to the development and use of radios.

A special study by the Women's Bureau of war-industry plants in New Jersey, made in the summer of 1942, gives some detail as to women's work on various electrical products. Data for 37 plants employing over 25,000 factory women indicate that substitution of women for men was not extensive. A little over nine-tenths of the women were on the same occupations as before the war, and not quite 7 percent were on jobs formerly done only by men, the rest being on operations new to the particular plants. Of all workers then on processes formerly done only by men, almost a fourth were women. The type of such jobs varied from plant to plant.

Beginning hourly rates reported for women in this study ranged from 40 to 50 cents in more than two-thirds of the plants. As to weekly earnings, if the data of the National Industrial Conference Board are taken as a criterion, the average for May was a little above $34.50; figures compiled by the Illinois Department of Labor for the same date show an average of about $31.00.

WAR-INSTRUMENTS MANUFACTURE

A type of production highly essential to meet many war needs and eminently suitable for large-scale employment of women is the manufacture of sighting, fire-control, scientific, and professional instruments. A striking example is the air pilot's instrument board.

The survey of the war-instruments industry by the Women's Bureau was in the fall of 1941, when the highly skilled processes in instrument making were still regarded in some plants as predominantly male, and before the industry was expanded to its present large-scale production to supply the essential instruments for the wartime Army and Navy, particularly in connection with the airplane and shipbuilding program.

The expansion of the industry and the decrease in the male force available for the instrument field, as for others, have opened up opportunities for thousands of women; almost two-fifths of the factory workers in the spring of 1943 were women. The subdivision of some

of the old, more highly skilled jobs into new and simpler processes has led to more rapid absorption of women.

In the 17 plants included in the Bureau's survey in the fall of 1941, the proportions of women varied greatly, ranging from 3 to 50 percent. It was clear that women constituted a great potential labor force for this type of manufacture, with its small, light, intricate products. Statistics issued by the War Manpower Commission, which included other than factory employees, showed the woman labor force in the industry to have increased from 26 percent of the total in May 1942 to 43 percent in May 1943.

No recent data on rates in this industry are available. In the fall of 1941, women's minimum hourly rates ranged from 35 to 55 cents, 40 cents being the most frequently reported; for men the range was from 40 to 61 cents, and 55 cents was the most common rate. In the 2-year period since then there has probably been some increase, particularly in view of the rising cost of living.

CANNON AND SMALL-ARMS MANUFACTURE

In the manufacture of cannon and small arms, almost no women were employed prior to the attack on Pearl Harbor, but their number has been mounting conspicuously since then. An investigation made in the summer of 1942 of four Government arsenals and four private enterprises disclosed 11,000 women among the 75,000 employees, or 15 percent of the total.

The small-arms branch was employing women to a much greater extent and on a wide variety of machines—in fact, on more different types of machine tools than were reported in any other of the war industries studied by the Women's Bureau. More women were operating milling machines than any other one kind. An April 1943 estimate placed the proportion of women in this branch of industry at about 31 percent.

In cannon manufacture, characterized by much heavy work, women were found on many different kinds of operations but none were then running heavy-duty machines in the big-gun shops. In April 1943 almost 16 percent of the employees on cannon were women.

The Bureau's study revealed not only striking variations from plant to plant in the utilization of women but many jobs where they could replace men and release them to fields having more acute need of male labor. Men and women interchanged on the same job or carried on comparable work on the same shift; or women performed, on the day shift, operations done by men at night. Again, a certain type of work performed extensively by women in one plant might be done entirely by men in another; for example, one arsenal had no women on even the simplest or lightest machine operations in making small-arms components, but had them driving electric trucks, making large wooden packing boxes, operating band saws, and so on. Other firms had no women on such jobs as these but in certain machining departments 60 percent were women. Many men, whom women could easily replace, were also found in clerical jobs; in fact, 40 to 82 percent of the office workers in the small-arms plants were men.

Women could have been utilized to a much fuller extent in this field than they were, since much "worrying away of the metal" was necessary and women are particularly good at this. An indication of the

amount of metal that must be removed by gradual machining is gained from the fact that for one type of machine gun the raw stock and forgings weigh 101 pounds and the finished steel parts 18 pounds.

With the influx of women to these industrial establishments after the United States, entrance into the war, the basing of rates on occupation rather than on sex became a pressing issue, because there had previously been an almost entirely male force and the hiring of women brought few or no changes in the physical characteristics of the jobs.

Three of the eight plants visited in the Women's Bureau survey had adopted the equal-pay principle. Where wage differentials existed, the problem had become increasingly acute both for the women hired and for the men inducted into the armed forces, whose wage levels thus were lowered on the jobs to which they hoped to return. That this problem still needs solution in some cases is indicated by the fact that, even in 1943, of three plants making guns, howitzers, and mortars, none paid women the same minimum entrance rates as men.

In four of the gun plants reporting in 1942–43 on women's beginning minimum hourly rates, the range was from 50 to 60 or 65 cents, while in eight small-arms establishments such rates ran from less than 40 cents to 60 cents.

PRODUCTION OF MACHINE TOOLS

In the highly skilled machine-tool manufacture some women gained a slight foothold after the country's involvement in hostilities, their first opportunity since World War I. The rapidity with which women have recently been hired, however, may be judged from the fact that by April 1943 there were nearly four times as many wage-earning women in the industry as in August 1942. It is not at all uncommon today to find that in plants with 2,500 or more workers, from 12 to 20 percent are women.

A special study of 15 well-known machine-tool shops, made by the Women's Bureau in the summer of 1942, revealed that about 4 of every 5 women in factory work were in productive occupations such as machining, assembling, and inspecting. The others were primarily in various shop clerical jobs, such as timekeeping, stock chasing, production control, and the like, in service work, in the toolroom and tool crib. The data showed, furthermore, that in spite of the great size and complexity of the average machine tool and many of its parts, substantial numbers of women could be employed without extensive training in plants making only the machine tools proper as well as in those where smaller and less-complicated accessories and other products are also made.

Curiously enough, the amount of experience the management has had with women in factory work shows no discernible correlation with the degree to which the scope of women's employment has broadened as a result of the war emergency. Three of the firms that were most progressive in their employment policies in regard to women, opening to them a variety of productive jobs under liberal conditions for the gaining of skills, had no women on production prior to the spring of 1942.

At the time of the study one firm was planning eventually to place women on almost every type of work, except where heavy lifting was required. This included the operation of a variety of machine tools.

Women were to be hired in this firm as replacements for men and not to expand the labor force.

Data on minimum entrance rates for women in 11 firms visited in 1942–43 show a range of from 40 cents an hour in 2 plants to 60 cents an hour in 1; 7 of the plants paid from 45 to 55 cents. Four of 10 firms reporting paid the same minimum entrance rates to women as to men. In May 1943 the average weekly earnings, as reported by the National Industrial Conference Board, were a little over $36.

SHIPBUILDING INDUSTRY

The necessity to produce in record-breaking time the ship tonnage needed for war, has led to a tremendously expanded work force and to the revolutionary procedure of active recruitment and widespread utilization of women in this former stronghold of male labor. In 1917–18, few women were employed in shipyards and most of these were in the yards which attempted substitution of women for men. Further, women had no place in the industry in peacetime; the 1939 Census of Manufactures revealed only 36 women so employed.

It was not until the summer of 1942 that the need to draft women's services became acute, simultaneously with the growing scarcity in male labor for this vital industry. As many inexperienced men had been quickly trained and adapted to shipyard jobs and as women were successfully performing more or less similar operations elsewhere, it was decided that womanpower must be the answer to enable the shipbuilding program to be carried out on schedule time.

In June 1942, only 0.4 percent of the wage earners in commercial yards were women, but by June 1943, the proportion had risen to about 7 percent. The extent of women's employment varies from yard to yard.

In a number of yards the prejudice against women on the part of both management and labor, though still lingering in some sections, is rapidly disappearing under the stress of necessity. The attitude of one official is typical. When questioned over a year ago in the Women's Bureau survey of shipbuilding as to what jobs would be most suitable for women if and when needed, he replied "None." Today that yard employs several thousand women who are proving themselves satisfactory at numerous occupations.

At present, thousands of women are at work in shipyards on all coasts. They are helping to build and repair all types of vessels—Liberty ships, destroyers, cruisers, and submarines—and everywhere are proving their ability to do the job whether difficult, disagreeable, or dangerous. They are found in the shops, and outside in the yards or in the ways in summer heat or below-zero temperatures. In some cases they can be seen walking on the narrow planks high up on the scaffolding, going up and down ladders, or crawling with their welding equipment through small openings within the hull of the ship. They may even be seen cleaning out the bilge, or doing sandblasting on the outside of a ship in drydock.

Although there are various shipbuilding jobs beyond women's strength or endurance which they should not be called on to do, the end of their possible utilization is not yet in sight.

This industry deserves honorable mention for having employed women on the equal-pay basis with men, in regard to both minimum

entrance rates and wages for the various occupations and degrees of skill. However, to some extent women's advance in the industry is blocked, when in the course of progression are found heavy jobs they can neither perform nor bypass under union or plant regulations.

Shipbuilding in general leads all the other war industries in regard to average wages for woman employees. The National Industrial Conference Board figures for May 1943, show an average weekly wage somewhat in excess of $44.

STEEL MILLS

The iron and steel industry is another which, under the exigencies of war, is capitulating to woman labor. Vital as the steel mills are for the Nation's war effort, they have not been exempt from the comb-out for servicemen, and reports from various sources disclose a steady infiltration of women to an increasing number of operations in manufacture of this critical material.

To be sure, for many years some girls and women have been employed in the industry. In recent months, however, virtually all the large steel companies have substituted women for men on a substantial and increasing number of jobs. This is particularly true in the Middle West, where acute shortages of male workers have developed.

In general, women are employed at work that is not too heavy or on which sheer muscle is not essential. They are doing jobs in the unskilled-labor class as well as a number calling for a considerable degree of skill. They may be "hot chain men," crane operators, core makers, chemists, or factory clerks, or they may be engaged in nail and wire drawing, or running various kinds of machines in the maintenance shops. Women are even employed in some mills to finish heavy plate for tanks, landing mats, deck plates, and steel for cartridge cases. At one of the Gary (Ind.) mills, women are working in many departments. They have been admitted to the open-hearth and blast-furnace works for the first time in history, operating cars for transfer of materials, serving as test carriers, delay clerks, and ingot shippers. At the Gary armor plant operated for the Army, some time ago women comprised a third of the force and it was believed that eventually the proportion might be increased to a half.

OTHER ESSENTIAL WAR INDUSTRIES

Women's share in war production is too extensive and varied a story to treat in satisfactory detail in this résumé. Bare mention must suffice of the introduction of women into certain fields, their increased employment in others, and their useful services in various kinds of enterprises, not usually identified with their labors, that are concerned with both war and civilian needs.

Combat vehicles.—Even plants producing heavy items of combat material, such as tanks or large artillery pieces, are not only employing more and more women but placing them on types of work usually done by men. By March 1943, women formed 7 percent of the workers in tank and combat-vehicle factories.

Rubber.—In the rubber industry, which employs large numbers of women in peacetime, many women have for months been doing such jobs on military equipment as machine-sewing on barrage balloons,

making flotation bags, applying rubber cement where fixtures are attached to assault boats, finishing rubber rafts, testing inflation of gas bags, and storing and inspecting life belts. This industry is now training women for the previously masculine operation of tire building. An Ohio plant, using 100 women on tire building, reports the experiment as eminently successful, with the women doing even the heavier part of removing the tire from the drum and tossing it on the hook of the conveyor system that carries it away for curing and vulcanization. Women in the rubber industry are a growing part of the force, comprising 27 percent in May 1942, and 39 percent in May 1943 (including all women in this field, office as well as factory workers).

Lumber.—A few illustrations will help to depict the new position of women where only men have been employed. A West Coast lumber company last year charted no fewer than 135 jobs that women might do in its factory work. Other lumber mills in the Northwest have hired so many women that they now constitute a fifth of the work force. Even the logging camps have been invaded by a woman contingent, on such outdoor jobs as running logs on the river or inspecting floating logs for loose timbers. Women are even reported as responsible for the felling of trees. Nearer the mills they are employed in sorting, stacking, painting ends of lumber, or loading box cars with the smaller material.

Mining.—A decided innovation is the employment of women in certain above-ground jobs in the mining industry—for mines producing coal, copper, iron, silver, and gold. For example, the coal mines have begun to employ women in the mine shops and for picking slate on mine tipples. In connection with iron ore, women are found as laboratory technicians testing samples. In the nonferrous-metal mining industry some women are being hired to tend conveyors from the mill crushers, or to operate trippers (the small ore cars which shuttle back and forth distributing ore to the bins). Other women are being used to regrade ore and some are serving in mine-lamp houses, repairing and maintaining miners' electric lamps.

Pulp.—In the pulp mills women have stepped into men's jobs sliding slabs of paraffin into vats of coating solutions, operating the special presses that roll off tons of waxed paper every hour, or acting as testers in the bleach plant.

Oil refining.—Oil refineries on both the East and the West Coasts, have taken on women for various processes formerly done exclusively by men, such as operating control valves on turbines which clean carbon from pipes or doing various kinds of laboratory work.

Beet-sugar refining.—Women have gone into beet-sugar refineries to operate machines such as juice evaporators, to run first and second carbonation, third saturation, centrifugals, granulators, and melters; and some have learned to boil sugar, a job that is exacting and somewhat of an art.

Flour milling.—To some extent, with possibilities for increased numbers, women have entered the flour-milling industry to take over some of the jobs formerly done by men. These range from packaging and loading sacks up to 24 pounds in weight to laboratory testing. Women are also operating sewing closure machines.

Consumer goods.—Any roll call of essential war industries must include those producing such important consumer-goods manufactures as fabric, food, gloves, shoes, and many other articles of equipment

for troops and cantonments—industries which normally are large employers of women and which during the present emergency are relying on them even more extensively. In May 1943, women constituted about 49 percent of the textile workers and 77 percent of the clothing workers. The food industry is one of vital importance to the armed forces and civilian population as well as to our allies through the Lend-Lease program. The extent to which it relies on women's labor is indicated by the fact that in May 1943, women formed 34 percent of the force. However, in some branches, notably canneries, women constitute a conspicuously large part of the workers.

Earnings in the textile, food, and apparel branches fall materially below those in the key war industries. Recent Illinois data show that in all three the average weekly pay for women ranged from $24 to $26. New York figures tell a similar story except that for apparel factories, a $30 average was reported. The National Industrial Conference Board reveals averages in the several fabric branches ranging from $24 to just below $31.

Occupations requiring scientific training.—One field in which women have forged farther ahead in this war than in the last, and which cuts across practically all the industries discussed to this point, is that of laboratory work or operations requiring scientific training. In 1917–18 women had few if any opportunities along these lines, but today women as technicians, draftsmen, cartographers, chemists, physicists, radio operators, metallurgists, meteorologists, geologists, engineering aides, and even as full-fledged engineers, have been in great demand.

Along lines of industrial relations, personnel administration, and supervisory work, women in considerable numbers are rendering valuable service in many of the war plants with a large woman force.

Clerical work.—No roster of women's war occupations is complete without the clerical field. Many additional opportunities for office work have opened up to women not only in the Government service, but more spectacularly in unusual positions in industrial establishments. Various types of war plants have hired women for clerical work in place of the men they once employed, and have put women on factory clerical jobs quite different from the usual more or less routine office work. In the opinion of an official in a large company, there will be a continuing utilization of women for some of these assignments after the war, for which they would not have had an opportunity except for the war.

Transportation and communication.—Unique in their widespread involvement with both military and civilian requirements are the highly complicated and important fields of transportation and communication. The railroad, local transit, and airway branches of the transportation industry not only have been admitting women to men's jobs, but in many instances have been actively recruiting them. In May 1943, about 195,000 women were engaged in the various branches of transportation, and many additional women are needed.

The commercial airlines, the youngest branch of the industry, have readily accepted women on the same terms as men and given them the same training, the same wage rates, the same advancement opportunities, and the same seniority rights. This branch was said to be able to absorb one woman for every two men, using women, for example, in ticket offices, shops and hangars, on the airfields, and on the planes as hostesses.

Although the railroads actually are employing a larger number of women than any other transportation branch, women constituted in May 1943, only 6 percent of all employees. It was expected that during 1943 the total of 100,000 women employed in World War I would be reached and passed. Despite some opposition on the part of male labor, women already are doing jobs regarded definitely as men's in a peacetime economy, in the offices and shops, even in the roundhouses, at ticket windows and information desks, in station and baggage-room work, as cleaners and oilers of engines, as turntable operators, and even on "dressing" the tracks—to mention only a few of the many occupations on which women have been found to be satisfactory.

In local transit service throughout the country a total of 15,854 woman workers was reported for May 1943, and the intercity bus services had 8,510 women in May. As conductors and motormen on trolley cars, as conductors and drivers on busses, as ticket agents, loaders, traffic clerks, and accountants, women have become familiar sights. They also are at work behind the scenes, in the shops, car barns, and garages.

Trucking companies (with over 54,500 women in May 1943) and taxicab firms also are finding women efficient substitutes for men.

The entire communication field, which has always depended to considerable extent on woman workers, is now employing even larger numbers, and is continually calling for more, in the lines which have developed the most conspicuous breaches through the withdrawal of men—the war-burdened telephone and telegraph services and commercial broadcasting studios.

ESSENTIAL CIVILIAN SERVICES

Reference has been made to the acute need for workers to carry on such essential civilian services as work in laundries, dry-cleaning plants, canneries, hotels, restaurants, stores (department, specialty, grocery, drug), and beauty shops; to engage in office work, teaching, home nursing, child care, office cleaning, domestic service, and other pursuits.

Until recent months too narrow a concept was held as to what constituted war work, too little attention paid to the indispensable role of such civilian jobs in the Nation's wartime economy. However, September 1943 was chosen in which to hold a special campaign to salute and recruit women as workers in more than 100 of these "unglamorous" everyday jobs listed by the War Manpower Commission (which is sponsoring the campaign) as "war jobs." To dramatize these jobs as comparable in importance to the production of munitions, a Nation-wide effort, in which many forces are cooperating, is being made.

As the war effort lightens, these essential civilian jobs will require two in every three of the woman workers. It is hoped that the recruitment campaign will induce many from the still large reserve of nonemployed housewives without small children to respond, including women who would not under ordinary circumstances go into such pursuits for remuneration but who as volunteers may be rendering more or less similar services, for example, in hospitals, churches, or canteens.

Unfortunately, from the viewpoint of woman wage earners accustomed to employment in these essential services, the war period has

witnessed no sufficient effort to increase the wages for such jobs, which too often are found in the low-paying class. Recent data for laundries in Illinois, New York, and New Jersey show, for example, average weekly earnings of woman wage earners ranging from $17.50 to $21. Such wages, as compared with those in almost all other fields competing for labor, are convincing evidence of the reason for the forced closing (reported by the Office of War Information) of 600 laundries in various localities during the past year.

The National War Labor Board has recently, in a number of cases, approved a raise in pay rates for workers in laundries as well as for telephone workers and certain hotel employees, on the basis of substandard wages.

An opinion in connection with an increase of 15 cents an hour granted to workers in 12 Portland (Oreg.) laundries, despite a previous advance commensurate with the "Little Steel" formula, declared:

> Reasonable price adjustments would seem to be justifiable in such cases as the instant one so that the operators will not be compelled to pay such low wages in order to stay in business. American labor should not be asked to subsidize American industry by working for wages below the level of health and decency. In cases such as this one, that is exactly what a wage denial would amount to. The burden of subsidizing the laundry industry of the country should be lifted off the backs of its low-paid workers and placed upon the consumers of laundry service.

Canneries, too, which are having a struggle in many areas to get enough workers for their emergency peaks, suffer from the custom of paying wages below the levels in most other industries. An indication of their difficulty in securing woman labor in a community, in competition with the better-paying war industries, is found in the New York and Illinois averages for the food industry in the spring of 1943—$23 and $25, respectively.

For the same reason, stores in many places have been unable to hold their employees. A Bureau of Labor Statistics study of Philadelphia department stores disclosed a $24 average for women in the selling division in September 1942, while a more recent Illinois report gave $21.54 as the average in that State. Earnings of woman clerical workers in manufacturing establishments in October 1942, averaged $27.50 in Illinois and $30 in New York.

It is true that these various enterprises have suffered seriously from the induction of men into military service, but concurrently both male and female workers have been migrating to better-paying occupations or to those more closely identified with the war. As a result, the public in many areas is experiencing some difficulty in obtaining food, clothing, and various services—especially when employment in war work and the more complicated mechanics of ordinary living reduce individuals' opportunity to take care of such matters themselves.

The labor shortages and the needs of these civilian services are reflected in the newspaper advertisements for workers. A cross section of these columns throughout the country tells a story that is strikingly similar and reveals near-desperation on the part of many employers and an effort to "glamorize" the more humble jobs by offering special inducements. Among these inducements are a chance to work for a superior company, with good or ideal working conditions; a 48- or 40-hour week, with Saturday afternoons off and no Sunday work; unusually good pay, with bonuses or commission; paid vaca-

tions; pay while learning; rapid promotion; permanent employment; in short, a real career. In some areas there is a definite appeal to the patriotic motive. Recruitment of all types of workers—men and women, white and Negro, any age from 16 to 65, for part-time or full-time work—seems to be the aim of many of the "ads."

Post-War Problems and Possibilities

Even while war is being waged, and before the end is in sight, a common question is, What will become of all the woman workers in the post-war period? The frequency and implication of this query are cause for concern. The approach to this question indicates little differentiation between the approximately 13 million women in the labor force prior to the war and the several million added since. As a matter of fact, however, it will not be possible to keep two separate accounts, one for the regular and one for the emergency workers, in a transitional period of demobilization of troops, curtailment of war manufactures, retooling of plants to peacetime production, and development of new industries and services. Therefore, careful planning for woman workers in general and in relation to the whole labor force and the national economy is imperative.

The necessity for such planning in advance of the cessation of hostilities is indicated by the attitudes and the events following the armistice of November 1918. The situation was discussed by the Director of the Woman in Industry Service of the U. S. Department of Labor at the conference of the American Association of Governmental Labor Officials on December 28, 1918.[5] Briefly, her report called attention to the fact that despite the national importance of women's work, their willingness to respond to the call of industries and services, their efficiency along all lines, reaction had set in and its forces were affecting the status of woman workers. Certain labor organizations (upheld in one case by the National War Labor Board of that period) as well as various public speakers took the view that women who entered industry during the war should relinquish their jobs in the post-war periods. The attitude was due to men's fear of unemployment and fear that wage cuts might result for them because of the availability for jobs of lower-paid women who might be kept on while returning soldiers would search in vain for work.

The Director of the Woman in Industry Service stressed the fact that the way out of the dilemma was a united attack on the cause of the fears, and made the following suggestions and comments:

> The strengthening of labor exchanges * * * a wise extension of agencies of adjustment and these can be successful only insofar as they derive their strength from real collective bargaining. * * * It is the absence of these agencies of adjustment which makes the present situation so strained. * * * Labor legislation must meet the test of the new spirit while it busies itself with specific gains very necessary for workers in industry. * * * It is not difficult to prophesy that the problem of labor legislation just ahead is not the formulation of concrete aims but the development of a new spirit and method in administration. Two aims for labor legislation for women workers may be emphasized as of immediate importance. They are the enactment into law of the 8-hour day and the fuller representation of women in important positions in administration of labor laws.

This official had also pointed out that "the problem is not one of withdrawal of any group of workers voluntarily but rather the organ-

[5] Data are from material in the files of the Women's Bureau, U. S. Department of Labor.

ization of industry in such a way as to utilize to the full all of the available working forces of the country," and "for women in industry the chief danger is that they will remain in certain industries or be introduced into new ones at a lower wage scale than is paid to the men. * * * The war has demonstrated that the range of possibilities for efficiency by women in industry is much larger than has been assumed in the past. This is notably illustrated in the work of women in machine processes." [6]

Many of the above recommendations have become definite factors in the present situation and influential in shaping the future situation for women. In the field of labor legislation, progress has been made in recent years, on both the State and Federal levels, to place a floor under wages and a ceiling on hours, with quite extensive provision for the 8-hour day in spite of temporary relaxation of this standard in some quarters to meet war emergencies. These better legal standards, so generally lacking 25 years ago—and still not Nation-wide in application—will help to bolster women's status in the post-war transition period. A larger share also is now taken by women in the administration of both Federal and State legislation to promote the welfare of workers. A network of public employment offices serves both men and women, and the social security system offers protection against the hazards of unemployment and old age—bulwarks that will be strengthened in the near future if plans now formulated are carried out. Likewise, collective bargaining is now an effective instrument in the hands of a substantial and growing number of woman wage earners; today over 3 million women are found in the ranks of organized labor.

USE OF NEW SKILLS

Another factor that will prove of decisive importance in the adjustment of women as well as men, in the reconstruction period, is the special training received by many persons as a result of the war. It is true that during World War I there was a training program to meet both industrial and military needs, in fact, the Federal Board for Vocational Education was created in 1917; but the kinds and extent of training at that time have been far outstripped by the present program. Though the vocational-training opportunities open to women during the two decades before World War II gave them practically no preparation for their work in the present war effort, and though from the special vocational-training system created as part of the defense program women derived only slight benefit, since then statistics tell an impressive story for women. By June 1943, almost 480,000 women had had preemployment courses and over 300,000 had taken supplementary courses given by the Vocational Training for War Production system. By May 1943, another 140,000 women had taken advantage of the short Engineering, Science, and Management War Training courses, now given free in some 200 colleges and universities. Many hundreds of women have been given technical training by the Signal Corps, Army Air Service, Army Ordnance, the navy yards, and other Government agencies. Countless women have participated in the training-within-industry program for upgrading workers and preparing them to become job instructors, and

[6] Life and Labor (National Women's Trade Union League), December 1918 (p. 272).

also in the extensive training programs of plant managements which have given specialized but simpler in-plant training. More unusual are the arrangements, made with certain educational institutions by some industrial establishments, to give training at company expense to promising young college women, for positions as draftsmen, technicians, engineering aides, aeronautical engineers, etc.

Altogether, as a result of such training programs a goodly proportion of women have acquired skills that will be needed by many enterprises in the coming years. In this connection must be considered the excellent and truly amazing training that some millions of service men have received in this mechanized and highly technical warfare of land, water, and air forces. The men's new skills will serve as valuable qualifications in their post-war reemployment. Despite the Selective Service Act guaranty to demobilized servicemen of their pre-war jobs when circumstances permit, many will prefer other fields more closely allied with their war training. Already, new developments—radar, electronics, plastics, global airlines, world plans for rehabilitation, superhighways—are discernible, which seem to present alluring opportunities for thousands of specially trained men and women. Many workers, especially women, will be absorbed by a rapid and probably phenomenal expansion in consumer-goods manufacture to help replenish depleted stocks the world over.

EQUAL PAY FOR EQUAL WORK

One other vital factor calls for a brief discussion—the principle of equal pay for women. In fact, whenever men and women may be in competition for jobs the essential factor for preventing injustice to either sex in wartime or peacetime is that women be paid the same wage rates as men for comparable work. From its beginning in World War I the U. S. Women's Bureau has urged consistently that wages be based on occupation and not on sex.

The question of equal pay became a very definite issue 25 years ago when, as now, women were taking over jobs left by men called to the front. Recognition of the principle was given by the National War Labor Board of that time through its application in 50 of the cases that came before it, but there were numerous instances of inequality in pay.

Greater gains, and it is to be hoped more lasting ones, seem to have been achieved in the present emergency. Though the beginning of World War II found the double wage standard largely prevailing, considerable impetus has been given by industry, Government, and labor to the extension of the equal-pay principle with the large-scale replacement of men by women. As noted, two of the key war industries (aircraft and shipbuilding) employing large numbers of women, and to great extent in place of men, generally pay women the same rates as men, when on identical or comparable jobs, and also the same entrance rates for new and inexperienced workers. In the other war industries surveyed by the Women's Bureau, four-fifths of the plants paid for the job regardless of sex and four-fifths started inexperienced men and women at the same rate.

The present National War Labor Board has taken several important steps to promote a widespread adoption of the equal-pay principle. In a number of important cases the Board has ordered employers to

put the equal-pay principle into effect in their plants. The Board also issued its Order No. 16, which permits employers voluntarily to make adjustments to equalize the wage or salary rates of women with rates paid men for comparable work, without prior approval by the Board.

Thus, labor unions are given full opportunity by the Government to have an equal-pay clause written into their contracts. The general attitude of organized labor is manifested in the endorsements of the policy by both the American Federation of Labor and the Congress of Industrial Organizations after the United States entered the war. Some unions forged ahead immediately in this matter. The stand of the War Labor Board, plus efforts made by the Women's Bureau, has stimulated other union activities in this direction. Current and comprehensive data are not available, but several months ago it was revealed that the United Electrical, Radio and Machine Workers had entered into some 150 signed agreements having an equal-pay clause and covering at least 800 factories. The United Rubber Workers had negotiated about 142 contracts, and the United Automobile, Aircraft, and Agricultural Implements Workers probably 50, with a similar clause. Definite progress in the requirement of the same wage rates for women as for men also has been made by some of the American Federation of Labor unions.

Other aspects that must be considered in the post-war program for women were pointed out recently by the Director of the U. S. Women's Bureau:

> There are two realistic approaches to the problem (as to future developments for the 18 million women, or so, employed in the war period). First, a large number of these women do not expect to continue in paid work. Like their men in the armed forces many women consider their present employment a patriotic duty. They know with the coming of peace their special work will be over. Automatically they will return to their regular business of homemaking.
>
> But there is another inescapable side to the story. For decades in this country millions of women have had to earn their own living, and many also have had to be the total or partial support of dependents. As a result of the war women's wage-earning responsibilities will be greatly increased. A large number of women in all types of positions will have to continue to take the place of men—to take the place as breadwinners of men who fail to return or who come back incapacitated from the battle fronts.

The Women's Bureau is giving attention to post-war plans and possible developments for woman workers, realizing that their employment is complicated by issues distinct in a number of respects from those pertaining to men. Special consideration is imperative not only to guarantee full employment opportunities to women in the transitional period and to prevent undue unemployment difficulties and unfair discrimination against them, but also to dovetail all such questions with the post-war program that will be evolved for men.

○

Miss Miller's opening statement

INTRODUCTION -

Begin by expressing gratification of being able to meet with group such as this for purpose of considering matters of women interest affecting well being of women of U.S.

Some of you know I rather newly came to Women's Bureau, and as our discussions of its work and plans progressed among members of staff, became clear we all felt that a peculiarly grave responsibility rests on this agency at this particular time due to the fact that in the period of reconversion and of postwar industrial and social readjustments, the opportunities, the problems and the decisions which women as a group will be faced with are going to be at least as extensive and as challenging as those which the war period has faced them with. Both directly and in the repercussions they set up, their potential shapes will affect almost the entire gamut of women's interests. Very immediately and directly, their position in the huge, unprecedented war production machine which the United States has built up over the last four years, will come under review. What, in this ~~picture~~ future, will happen to the whole range of new training opportunities that were opened to them because of the war? What will be the reverse trends to all the geographic shifts they have made because of war production needs and opportunities? What will be their obligation for family support in a world so affected as is ours by war casualties? What new complications arise for them out of the adjustment problems of returning servicemen? What social and public and private, will be provided to help smooth and cushion the next great adjustment? —Unemployment insurance, child care provisions, housing programs, effective placement systems, effective training foundations.

I do not know whether any one of us here today feels that the agency she represents has a direct concern with this full gamut of interests. ~~But it has seemed to us in the Women's Bureau that there exists~~ among the large and responsible organizations of the women, the T.U's with women membership and the large employers of women, including government, ~~such~~ an area of common and overlapping concern, that much good might come of our meeting and discussing them.

In considering our own outlook, we went rather farther. We venture to hope that with so much ~~that is our~~ common concern, we may find, as a result of discussion, a considerable field in which we would agree there might be value in continued cooperation, perhaps merely clearance of certain programs, perhaps joint consideration of certain proposed program items, perhaps a statement, agreed to by all, of certain basic objectives for which we will all stand, and even perhaps, certain working items on which we could cooperate either at federal or at local levels.

There is one thing more which I wish to say, purely from the point of view of the Women's Bureau, since I have undertaken the responsibility of guiding its fortunes in the days immediately ahead. Some of you are my old and valued friends. To have you ~~here~~ come gives courage and deep satisfaction. To some of you, however, I am a stranger, one whose outlook and performances are to be tested. May I say to all of you, how deeply I appreciate the confidence which is expressed by your coming ~~here today~~ and to thank you for it.

I believe very firmly that the Bureau has something to offer to a broad, joint program of advancement of American women. It has a staff of trained and experienced investigators. It has access to current situations directly affecting the economic status of millions of women, to knowledge of their obligations, the conditions of their life, their skill and their objections. It operates under a Congressional mandate to further welfare of women workers. To whatever degree its resources permit, it can secure and furnish a faithful record of the facts with regard to such matters. But to be really effective in promoting its mandate ~~and carrying on its researches~~ to further the welfare of women workers, it seems to me the Bureau cannot work alone. It needs to know what is the judgment of women's groups concerned with ~~the~~ promotion ~~of women's welfare~~. What do they regard as the most urgent problems facing their membership? What do they need to know to deal with them? What sort of program proposals do they want explored in order to help them to sound decisions. What appraisals of experience are needed as a basis for further action? If we can have your advice and judgment on such matters, I believe we can direct our work far more effectively and be an aid toward your more effective prosecution of your own work.

The meetings of today and tomorrow have been called for the purpose of initiating such discussion. Of getting your course, of formulating some understanding of what we agree is in the best interests of all women in the days ahead and what we can do toward safeguarding those interests. We have given no publicity to our plans for these meetings and have no press attendance, ~~just in order~~ but have sought to assure conditions of free discussion and expression of opinion. We want to take an informal record of the discussion so that we may be able to furnish you all with a summary of it afterward - but otherwise, the record of what individuals have said will be regarded as confidential. If, however, we come to conclusions which we wish to pubilicize that can be determined at tomorrow's meeting.

I should like to open today's discussion with a summary of the position of ~~all~~ American women in this war production program of their country, to raise briefly the factors which are likely to affect their status and ~~priorities~~ prospects as the days of reconversion and of a civilian economy ~~offered~~ approach and to ~~postime~~ the ~~first~~ study program and organization of the Women's Bureau as a basis for that discussion.

THE WARTIME ECONOMY OF THE UNITED STATES

Modern warfare depends not only upon military strategy and performance but on the plants, materials, and manpower devoted to implementing an all-out war. The extent of our mobilizabion for war may be measured in terms of the total value of all goods and services produced in the Nation and the proportion of this total that is absorbed by government in the prosecution of the war, as over against what is used by business and consumers items.

Molding the Nation's production to war needs

In 1939 the gross national product amounted to 89 billion dollars. Only about 2 percent of this was purchased by the government for war purposes. Nearly 70 percent went for consumers needs, such as food, clothing, shelter and other items. In 1943 the gross national product reached 187 billion dollars, of which only 49 percent of which was absorbed by consumers goods and services, while government war expenditures rose to 44 percent.

War expenditures are still about 44 percent of the national product but they have changed in character during the war period. In 1942 attention was centered on war construction - of plants, war housing, and other facilities - and that was a record year for such construction. As new plants were completed, expenditures for munitions became more prominent in the picture, and as aggressive military operations developed, sharp increases occurred in expenditures for the armed forces, such as their pay and subsistence.

Mobilization of manpower

The increased share of the national product represented by government war expenditures was accompanied by changes in the country's economic structure. Not only were materials restricted to war uses, and plants converted or shifted over to war production, but manpower and womanpower were mobilized to the same end. The net result of these great changes, so far as workers are concerned, is that the war period has been one of complete absorption of the labor force, and even of urgent measures to add to the labor force, with all the attendant ills as well as the advantages of such a situation in the economy.

In July 1941 the civilian labor force of the country numbered about 57 million persons in addition to nearly 2 million in the armed forces. Since then we have increased the armed forces until in July of this year they were approaching 12 million, while at the same time the civilian labor force numbered 55 million. This totals 67 as over against the earlier 58½ million. Additions to the labor force have been leveling off in the past year, and inductions into the armed forces in 1943 and 1944 made gaps in the civilian labor force too great to be fully replaced.

It is with women's place in this mobilization that we are particularly concerned -- women, who now are more than 1/3 of all this country's civilian workers. Those among them who have gone into the uniformed services have done varied and valuable work. Numerically, however, they constitute a very small part of the war time activities of women, less than 2% of the number of women employed in 1940 and, even now, less than 5% of those currently employed in war manufacturing.

Far more important numerically and as an adaptation to war needs are the rate and the total increase of women's industrial employment, their shift from the kinds of work at which they were chiefly occupied before the war, into essential war production-and their geographic shifts, are also in response to war production needs.

The highest total reported for employed women is that for August 1944, when it reached an all time high of 19 million, since reduced to 18,440,000 in September 1944. I should, however, use the figures of March of this year when the number of employed women had reached 16½ million -- for the reason that we were by that time very fully engaged in war production and we have a detailed picture of women's work at that time. In March, the Women's Bureau secured, thru the Bureau of the Census, special information concerning women's employment, collected as part of the regular monthly labor force census. Copies of the Bulletin which contains the Women's Bureau analysis of their data are contained in your folders and provide the most recent overall picture of what has happened to women's employment as a result of war (citation).

Let us look at that picture. In spite of the fact that in 1940 women already constituted over 24 percent of the labor force, the number of women who have sought to meet the new war needs is almost breath-taking in its magnitude. The number of employed women reported increased by 36.4 percent in a period of a little more than 2 years -- from the week preceding the Pearl Harbor attack to the week of March 5 to 11, 1944, when the new figures were taken. These data are as follows:

	Number of women employed
December 1-6, 1941.....	12,090,000
March 5-11, 1944.....	16,480,000

That is to say, in March 1944, practically 1/3 of all the women in the population were employed. Actually, the number of women going to work within this period has been far greater than these over-all figures would indicate, for of those at work before Pearl Harbor many had left employment by March 1944 and been replaced by new workers. For this reason, the entire number of new women entrants, not employed in early December 1941, totaled 6,650,000.

(To follow pg 2 of typed sheet)

More than half of the new entrants had come to work from their homes, while a third of them had been in school, but of ~~course~~ these over than 4/5 were under 14. Curiously and for the statistics, it is important to know the occupational history and rights of these women + well over eight million of those working when we analyzed ~~the~~ figures earlier this year had remained in the same occupation - which they were ~~employed~~ at the time of Pearl Harbor. Surely this is a ~~core~~ group whose permanent attachment to the labor market there can be no question. At the top of the list those sticking to their pre-war jobs is the small fraction of professional workers. At the bottom, on the workers in service occupations - one in four of whom had given ~~up~~ up to work.

Actually, the number of persons who have gone to work since Pearl Harbor is much greater than the difference between the roughly 12 million employed in the first week of December 1941 + the top figure I have given you, because of a large turnover in the set of jobs

~~Chief Sources of New Woman Labor Supply.~~

~~Where did this startling number of additional women workers come from?~~ More than half of the new entrants had come to work from their homes, and about a third of them had been in school. The following summary indicates these and the minor sources of the new women workers:

Source of new women workers	Number (in thousands)	Percent
Total	6,650	100.0
Home housework	3,710	55.8
School	2,280	34.3
Under 14	240	3.5
Other	80	1.2
Labor-force status not ascertainable	340	5.1

I have said that many women left employment during the period between Pearl Harbor and March 1944. Actively more than 80% of those working on the first date are reported as still working at the later date. Over two million, for one reason or another had left the labor force. Of the women who left, more than 90 percent went to home housework, some were unable to work, and a very much smaller number went to school. Their numbers and distribution were as follows:

March 1944 status of women who left labor force	Women who left labor force: Number (in thousands)	Percent
Total	2,180	100.0
In home housework	2,020	92.7
Other	160	7.3

Of great interest, currently and for the future, are the facts of this occupational history and shifts of these 16½ million women. Eight million and about a third of all those working in March 1944 had remained in the same occupation, surely an irreducible core that must be counted a permanent part of the labor force. They comprise roughly 1/2 of all women employed in March '44. Of the remaining 1/2, a million and a hlaf had changed their occupations: a quarter of a million had been unemployed in 1941 and roughly 6½ million were new entrants into the labor market--young girls just from school, a million and a half women over 35--and others.

Those who remained in their prewar occupational group show an interesting division by the kind of work they were doing. At the top of the list for stability are professional workers, 96% of whom stayed put, next comes farm workers, who were 93.8% in the same work. At the bottom were those in service occupations (other than domestic) where 1/4 of those so employed in 1941 had gone to other work.

It must be remembered, however, that during this period 1940 to 44 every single occupational group except one had ~~in mind~~ the total number ~~of~~ increased

employed therein. Domestic service in homes alone had lost. Nearly half a million women less were thus employed in 1944, or about 20% of the 1940 total.

As might be expected, the greatest net increases in employment from the time of the 1940 Census to March 1944 have been in the manufacturing and the clerical groups, which have added more than 2½ and 2 million women, respectively, some of them formerly in other occupations or unemployed and others not previously in the labor force. The sales group and services other than domestic have added roughly 400,000 each; the proprietary group, over 200,000; the farm occupations, a very much smaller number. It must be remembered that neither of the periods under discussion reflected the great seasonal employment on the farms that occurred in summer. The gain in the professional and semiprofessional group is trifling.

The result of these changes is that the manufacturing and clerical occupations now engage a much larger proportion of all employed women than was the case in 1940. The two occupation groups that ordinarily may be considered at opposite ends of the scale so far as training requirements are concerned, domestic service and professional employments, have in 1944 smaller proportions of all women workers than formerly. The remaining occupations--services other than domestic, sales, farm, and proprietary groups--have much the same proportions of the employed women as in 1940.

As would be expected, the greatest increase in women's employment was in the war industries, that is, at jobs in the manufacture of metals and metal products, chemicals and rubber goods. These are the women whose pictures have been in the magazines, the Sunday supplements; the munitions workers, the welders, the assemblers of airplane parts, the shipyard workers. Taken altogether, these industires showed the enormous net gain in women's employment from 1940 to 1944 of more than 46%. Wage earners employed in the manufacture of "durable goods" (the important group for war production) number almost 8 million as compared with less than 4 million in 1939. Today women contribute about 25% of this total as against 9% of the 1939 figures.

We all have some experience primarily, with the phenomenon of wartime crowding. But not to the same extent as many of the working women who have transferred to centers of war production.

(B) T. follows typed pp 4.

Women have shifted not only the kind of work they are doing but their place of abode. In all these the general story of population increase in war production centers. In Detroit area increase — total labor force is reported as 13%, women workers as 61%. In San Diego the labor force jumped 63% and women workers increased 150% since 1940. Such changes underlie reports like that of the War Manpower Commission last September that 138 labor market areas need improved facilities & services (housing, shopping, child care, medical care) with high turnover & various community problems as a result.

Of the 300 labor market areas of the country now classified by the War Manpower Commission 69 are considered acute labor shortage areas and 118 more as areas of labor stringency. Ten areas with especially severe problems have been surveyed by the Centus Bureau. Population increases in these areas run from under 9 percent in Detroit-Willow Run to over 110 percent in San Diego. In the Detroit areas about 10 percent of the population are in-migrants who have entered since 1940; the total labor force has increased 13 percent and women workers 61 percent. In fast-growing San Diego almost 40 percent of the population is in-migrant; the labor force jumped 63 percent and women workers increased 155 percent over 1940.

The inadequacy of housing and services in many production areas has made the situation extremely acute in many cases. As of September 1944 the War Manpower Commission reported that 138 labor market areas needed improved community facilities and services (housing, child care, medical care, shopping facilities, etc.). In these areas the increases in population or in the use of women in the labor force have outrun the facilities available, with high turnover and various community problems as a result.

Now what about the income and rates of pay back of the women who have shifted to war jobs -- and of those who have continued to work at peacetime pursuits? Available information on this point is of the scrappiest sort. No agency collects information regularly and extensively about women's pay. Even the Women's Bureau has not been able to undertake any wage studies during war time. Therefore I can give you no statistical picture -- only a few scattered facts and some general observations on which there is wide argument.

Beginning rates in the industries studied by the Women's Bureau in 1942 and 1943 were found, more often than not, to be the same for men and women, but there still were many establishments that started the green woman at a lower rate than the green man. Moreover, women often had difficulty in getting their rates raised as they gained experience, and were less often given a chance to move up into better-paid jobs. Lack of opportunity to gain a footing in the more skilled occupations and the tradition that a woman's work is worth less than a man's combine to keep women's earnings at a lower level.

The foregoing applies to rates, at one particular level. When it comes to actual earnings, the "like home", wages have increased, especially in the industries directly furnishing munitions, and due to the increased demand for production with a stationary or declining labor market. Weekly earnings have gone up even more with lengthened hours. For example, if hours were raised from 35 to 45, the same hourly rate would yield nearly 36 percent more in weekly earnings, including premium overtime for hours over 40. This is about what has happened in manufacturing as a whole. The Bureau of Labor Statistics monthly reports show that average weekly hours in manufacturing in May 1939 were 36.7, and in May 1944 were 45.5.

What is most important over the whole area of women's employment is that the higher income they enjoy today comes primarily from the longer hours they work, the overtime rates that go with long hours, especially in manufacturing, their shifts in occupations which have put many of them into industries with higher basic rates. To a far lesser degree may we credit their greater prosperity to increases in rates of pay in the industries that were large employers of women prewar.

One other war time phenomenon of interest in connection with women's employment is the extent to which they have joined the trade unions of the industries in which they are employed. As with wages, so with T.U. membership, we have no detailed statistical information but we know concrete instances where they have come in in very large numbers. Again, as with wages, it is safe to say, that the increase is greatest in the war industries. When it come to actual figures the best estimates available are a total membership of women in trade unions prior to the war of 800,000 as against three million in 1944.

We have then, resulting from the response of American women to the country's war production needs, an estimated excess of 4 to 5 million women in employment today. We find them absorbed in great numbers, both absolutely and relatively, in the heavy industries making war goods, though their employment has held up numerically also in other types of work except domestic service. Despite these great changes we find that about half the present total of women employed are still working at the kind of jobs they did before the war, working in industries where they think of themselves as "settled" and "belonging". We do not have the facts for reporting statistically on women's earnings or their trade union membership in the unions of their trades is readily apparent. So are evidences of their increased weekly earnings and that where they are being hired for jobs on which men ordinarily work, they are apt to come in at the same rate of pay. Beyond that the picture does not look so good in regard to payment of the rate for the job. Furthermore, it is important to bear in mind that increased earnings are largely due to longer hours of work, overtime rates and shifts to better paying occupations.

But with no future for further membership

Clear point

It is obvious from what I have just said that women's war employment presents many aspects of instability and the likelihood of far reaching changes - significant either to the women directly affected and to the whole community. Where are the cracks in this wartime structure likely to come?

Most obviously and directly, of course, they will come with the great industrial reconversion of plants from wartime to peacetime production. In your folders you will find a blue dittoed memo, entitled: Impact of Reconversion - which shows - by states - the estimated total in thousands of persons who will be demobilized, and what percentage they form of the total of persons employed in 1940. Let me emphasize that not person demoblized will be out of a job. Some will be transferred from a war order to a civilian order - same shop, same bench, same materials Others will be temporarily suspended while machine tools are converted or but will go back to their jobs within a known space of time. On the other side of the picture is the shell filling plant, which has no peacetime future. Percentage wise, as high as 47 percent of the total of 1940 employment in one State will be affected in numbers of person to be demoblized. Even in the States where the percentage is lowest it amounts to just over 20 percent of the total employment of 1940.

Women's part in this industrial demoblization picture, estimated in terms of the proportion they form of civilian workers, i.e., one in three, appears likely to rise to a figure of over 100,000 directly affected in 7 major industrial States, In each of these additional States more than 60 thousand women may be affected. Saying it another way, there will be a very wide difference, both georgaphically and industrially, in the extent to which total employment is directly and positively affected by revonversion processes. Leaving secondary and more remote affects entirely aside for the moment, the direct transfer will nowhere be negligible.

*war stocks removed and inventories taken

and, where most extensive, is apt to involve almost one in every two workers employed there in 1940. For this individual worker the industry in which she happens to be working will also affect greatly her chance of losing or continuing employment ~~elsewhere in her present job~~. I have emphasized earlier, the great extent to which women have gone into manufacturing in the heavy industries during the war. Shipbuilding, after the war, obviously will not continue at its present pace. Already 750 workers have been laid off by the Federal Shipyards & Drydock Co. of Newark, N. J. and about 2000 ~~workers~~ women by the shipyards at Evansville, Ind. Munitions and small arms, postwar, are bound to shrink to a mere fraction of their present output. Cuts that have been made in the number of women employees of ordnance plants, give us a foretaste of what will happen there. Lowell, Mass. laid off ~~1~~ four thousand women just a year ago. Keystone Ordnance at Meadville, Pa., 400 women ~~just entered~~ earlier this year and Eau Claire Wis. 3,400 women recently .

While, of course, the prospects of the individual worker cannot be forecast, as a group, those employed in industries that will ~~continue to~~ turn out the same product for peace time as for war uses have a more reasonable expectation of continuity for their jobs. Whether or not the same amount of product can be used or disposed of ~~its~~ to meet civilian demand as is being used at the war peak will, ~~however,~~ be problematical. The ~~problem~~ prospect will vary as between ~~difficult~~ different industries and even particular companies.

industries, as, for example textiles, clothing, food, paper, furniture, leather, automobile accessories. ~~A new enumeration of~~ Such a list ~~indicates that they are of very immediate concern to the reemployment interests of women.~~ seems almost like a roster of the typical women-employing industries

Another factor that will cut across geographic and industrial ~~factors~~ complications to effect the present employment pattern from end to end is that of the absorption and ~~re~~absorption of discharged veterans. ~~Those~~ Veterans with prior employment experience already have certain legislative safeguards set up for their return to familiar fields of work, so as to help them overcome the hardships of more or less extended withdrawal ~~from their civilian types of~~ employment. How far an opportunity to return to a former job will meet the veterans' own desire for future work is a matter to which those responsible for the administration of this legislation are giving ~~their~~ attention. Certainly, the longer the interval between leaving and the possibilities of return to a given job, the less likely it is to fit, ~~in many classes of work.~~ In addition, there will be larger numbers of discharged men without previous employment ~~experience~~. But the nation's sense of obligation to its return service men is not going to be limited to those seeking to reestablish themselves in former jobs. Both public and private agencies have already given much thought to the matter of their reabsorption and it would be utterly unrealistic not to recognize that from this one point of view alone ~~of [illegible]~~ we are due for a tremendous readjustment of the current civilian employment pattern.

If one adds to the industrial shifts due to reabsorption of veterans, the ~~existing~~ widespread practice ~~in many industries~~ of lay-offs in reverse order of seniority, then this fact stressed earlier in this statement, in general,

that women as a group have moved into heavy manufacturing industries as recently as during the course of this war, ~~and in response to war needs,~~ points up very sharply what sort of employment problems they face ~~in this~~ with the working out of these adjustments.

There is still another kind of shift that women should be clearly aware of and face as dispassionately ~~as possible~~ in order to deal with it with maximum effectiveness. I refer to the straws in the wind of public opinion that clearly show how it is veering from rather excessive admiration of their capacity to do anything,-"to save any situation"-over to rather vehemently expressed opinions that they ought to be delighted to give up any job they may be doing and to return to their proper sphere--the kitchen. Women are part of the public opinion of the country, and what I covet for them at this moment is the power to express themselves in this field on the basis of prior examination and appraisal of the facts in a firm but reasonable position based thereon. It is going to take the sanest thinking and planning all of us can do to keep us moving along the road toward a powerful and productive world--and it is for that high objective (not as any narrow matter of sex interest) that we need to know and to act wisely on the questions connected with women's place in ~~front~~ war industry.

Closely connected with this point but will not bring out, the central theme of today's discussion is our underlying need to recognize that women's chance for postwar employment are not and can not be ~~as they part~~ from the general employment picture. Rather, their chances tend to be cumulatively better as the ground level of employment is high, which is only another way of saying that women have the most urgent sort of reasons for concerning themselves with all those ~~sound~~ and international questions on which ~~her~~ our industrial prosperity depends; ~~under~~ public and private policies that further quick reconversion and full employment--surplus property disposal, tariff policy, international trade policy and ~~industrial working~~ for security and stability.

Here then, are some of the problems + complications in the industrial scene that faces women along with all other prospective wage earners, ~~in the shift over from war to peace~~ with facts turned up which are most likely to show us the difficulties for them. To give us the whole picture it is necessary to add the women's story: - what assets can they bring? what needs have they? what desires? what responsibilities?

Finally, we have had such frequent + often such fulsome reports of women's efficiency in industrial production that it is a bit embarrassing to review the record - whether in terms of quality of quantity of output, or of objections employers + Bank) that however lies on much longer + less flowery record of gradual increase in proficiency + diversification of skilled + semi-skilled, peripheral, technical + more purely industrial jobs completely gained and completely held - as proof of performance. These skills, these performances; ~~the potential additions to goods + services which they represent~~, are a part of the explanation of the difference between the 189 billion dollar gross national product of 1943 as contrasted with the 69 billion dollar product of 1939. That is to say, women's industrial skills + efficiencies represent potential addition to community goods + services, which might be translated into a rising standard of living, if only we could organize ourselves to make full use of human potentials.

At the same time, the experience of the vast majority of wage earning women - often the wages they earn for housework + others in their unlimited many hours per week, various previous studies of the W.B. has revealed - desire for different parts of the group, for special groups of women - for various types of employment the lack of experience we found in women - and need to supplement or convert + the

support of others. At this moment we are engaged in a survey of selected war centres, to ascertain by means of interviews in their own homes, what are the views of representative war workers & workers — married & single — regarding their employment. The survey does not yet have completed. But a preliminary tabulation of the first five hundred gives us some provisional figures.

Grade III Family Responsibilities attached
" IV (no d.r.) Women's Position in Family in W.2.

D.A.S. 5/11/29 Summary re Interviews with Married Women Interviewed

Of all the women interviewed in this group of communities 86% - at the time of the interview wished to continue working after the war. Taking all the women together from 2/5 to 1/2 or many more as had been working before Pearl Harbour wished to keep on. Even among the married women, from 1 1/10 to 1/3 more wished to continue.

Of course the interviews throw much light on considerations which influence the women's choice, along among which is the economic factor already stressed. But in addition there are other - and sometimes considerations - Some will work until the ship Industrial gets back from the service - or they will decide according to the kind of work opportunity the finds - or they expect to be married. Their original calculation is subject to revision in time & would be got under control & reference would be made for this." On the other hand, it should also be taken the fact that these interviews were held in the workers own homes, where they could reflect freely & take time to consider. They were all carefully chosen & representative as

~~that the result of the pressure of the war there are great [illegible]~~

Implicit in the increase of self dependence + responsibility for the support of others is another consideration that must be remembered in considering their future job opportunities from the pt. of view not only of the women themselves - but of their communities. Lack of job - whether due to shrinkage of job forces generally, or to a change of viewpoint + practices about giving women (or any special group of women) access to existing jobs, means the need for eventual but sooner or later to seek relief.

Summary.

Women then, appear to desire; or to regard it as necessary to keep on working after the war is won in the overwhelming majority of cases. Need to support themselves and frequently responsibility for others - education is the basic reason they give. Something like half of those employed (? check) are still working at the same occupations as before Pearl Harbor. Among the rest there have been great shifts - into the trade - very major group of exceptions to any generalization - women to be concerned with the largest increase, relatively - the war industries, i.e. durable goods, the metals, chemicals + rubber.

How the reconversion shifts will affect them not extensively + directly. But the thinking, motives + viewpoints thus engendered will color the total picture.

Transition for -

Responsibility + power of women urge to help keep shifts from becoming retarded by prejudice + fear

~~Study [illegible]~~
~~how to [illegible]~~
~~How rapid growth to~~

Clarify - among them all - need + worth of experience + our adjustments - ~~c~~ write + read } contacts +
those ~~c~~ whom workers work - ~~c~~ skills + prospects of
those who exist + need work - ~~c~~ conduct. Using our
roles to common welfare.

How in that knowledge + experience to make to contribute it should?

~~Does~~ it need to be supplemented? How?
~~Do~~ a program of education need for?
~~What role of program~~?

There similar pertinent questions we have put down
our minds } having a guide - plan

Know it ~~requires~~ - Est. } goal to come - But put a
~~a~~ process } ~~that~~ Know ~~requires~~ need how to ~~come~~ a
~~minimum~~ ~~of~~ time for this goal ~~in~~ mind.

How ~~need~~ to arrange physical outlook so as to ~~reflect~~
~~disc~~. Check down when people sit, when ~~request~~ - Plan
~~This~~ room with that ~~thing~~ right to ~~respond~~ to ~~respond~~
to - how sensible } work for ~~response~~. Hope people
discuss - to keep to ~~minimum~~ other ~~discuss~~. Then come back
in short time.

Conclusion tomorrow.

~~that the women can be proud of the part they have played in the emergency, to be grateful for the opportunity of proving themselves, to enjoy the sense of achievement~~

Implicit in the existence of any dependence or responsibility for the support of others is another consideration that must be remembered in considering their future job opportunities from the point of view not only of the women themselves - but of their communities. Lack of jobs - whether due to shrinkage of job opportunities generally, or to a change of viewpoint + practices about giving women (or any special group of women) access to existing jobs, leaves them no alternative but sooner or later to seek relief.

Summary.

Women then, appear to desire, or to regard it as necessary to keep on working after the war is won in the overwhelming majority of cases. Need to support themselves and frequently responsibility for others - addition is the basic reason they give. Something like half of those employed (? check), are still working in the same occupations as before Pearl Harbor. Among the rest there have been great shifts - into the trade - very major group of exceptions to this generalization remain - known to be connected with the larger industries, notably - the war industries, i.e. durable goods, the metals, chemicals + rubber.

How the reconversion shifts will affect them not extensively + directly. But the thinking, motives + viewpoints thus engendered will color the total picture.

They have a future, proven productive capacity, varied skills to contribute to community well being - and if they can be kept in paid employment with an expanding job market, can add to the real product & the possibility for a rising standard of living

Transition para -

Responsibility + power of women urge to help keep shifts from becoming retarded by prejudice + fear

~~Study of~~
~~knowledge~~
~~urge + strength to~~

Clarify - among them all - need + want of experience + our adjustments - a written + read of scientific + those + whom modern work - a [skills] + prospects of those who seek + need work. a content. things we make to common welfare

How can that knowledge + experience be made to contribute it should?

~~Does~~ it need to be supplemented? How?

~~Do~~ a program of [education] education need for?

~~What need of program~~?

These + similar questions we have for down our minds having a right to plan

Know it requires - lot of good to come - But perhaps experience of ~~these~~ Those urged need hour to have a minimum of time for background discussion

How best to arrange physical setting so as to facilitate discussion. Chart shows where people sit, when report - Folders Office room with that ~~they~~ might be useful to refer to - have available of work for reference. Helps group discussion - to keep to main other ideas. Then come back in short time.

Conclusion tomorrow.

Postwar

Report of the Department of Christian Social Relations and Local Church Activities - Conference at Buck Hill Falls, Pa. December 1944 (Methodist)

[Sent to Women's Bureau, U.S. Department of Labor, by Miss Thelma Stevens, Executive Secretary, Woman's Division of Christian Service of the Board of Missions and Church Extension of the Methodist Church, 150 Fifth Avenue, New York 11, N.Y.]

Preamble

...

The local society has the responsibility of helping the woman understand her individual obligation as related to these unprecedented opportunities and respohsibilities. To meet these needs and challenges the Woman's Society in the local church must plan for continuous study and action...

General Recommendations

...

7. That the Woman's Division sponsor a conference of Methodist women with women in organized labor for purposes of promoting better ways of coordinating their energies and efforts in activities related to the common welfare, such a conference to be held during 1945 if funds are available.

8. Recognizing the growing concern about the employment and wages of women in the post-war world, we recommend that the findings of the Conference on Post-War Employment of Women be used as an informal study in local societies and as a basis for discussion in district, zone, and group meetings.

...

A Program of Action for the Local Society and Wesleyan Service Guild

...

7. That Methodist women seek to create public opinion to the end that war plants and other war properties be converted in ways that will contribute to full employment in the production of essential consumer goods.

8. That where feasible these plants be owned and operated in a way to make them serve as an economic yard-stick as to wages, hours and reasonable prices to the consumer.

9. Recognizing the dangers in the Equal Rights Amendment, the provisions of which seem to be at variance with the protective measures for women toward which Methodist women are striving, we recommend that they oppose its passage.

...

13. That Methodist women work for the passage of the Murray-Ilgore or similar bill for training, placement and transportation of war workers.

For the Dawson-Scanlon-LaFollette bill for a permanent Fair Employment Practices Committee;

For the extension of the Price Control Act beyond its expiration date, June 30th, 1945;

...

14. That Methodist women study wage scales and conditions of workers, child labor practices in the community and cooperate with the YWCA, Trade Unions, Urban League and other groups in working toward adequate child labor laws, state minimum wage, maximum hours and equal pay laws and enforcement of existing laws, and that due attention be given to their own employment of domestic service and the employment standards of maintenance, clerical and professional workers of the local church.

XX

U. S. Department of Labor
WOMEN'S BUREAU
Washington

WAR AND POSTWAR ADJUSTMENTS OF WOMEN WORKERS

Opening Address by Frieda S. Miller, Director of Women's Bureau, to a Conference Called by Miss Miller and Attended by Women Representatives of National Organizations
Washington, D. C., December 4-5, 1944

Women's organizations already have given a great deal of thought, and necessarily so, to what women will face when we turn from a war economy to adjusting ourselves for peace. Needless to say, the Women's Bureau also has given much study and done no small amount of work in attempting to delineate the chief features of this picture. It therefore seems important that we jointly give some review to the recent changes in women's work and the social changes involved; to the factors of shift from a wartime to a peacetime economy that will affect women most directly.

Let us begin by reminding ourselves that modern warfare depends not only on military strategy and performance, but on the plants, materials, and manpower developed to implement an all-out war. The extent of our mobilization for war may be measured in terms of the total value of all the goods and services produced by the Nation and the proportion of this total that is absorbed by Government in the prosecution of the war, as over against what is used by business and consumers' items.

In 1939 the gross national product amounted to 89 billion dollars, of which only about 2 percent was purchased by the Government for war purposes. In 1943 the gross national product reached 187 billion dollars, of which Government war expenditures used 44 percent.

Consumers' needs took nearly 70 percent of what was made in 1939, only 49 percent by 1943.

This increase in the share of the National product that went to Government war expenditures was accompanied by vast changes in the country's economic structure. Materials were restricted to war uses, plants converted or shifted over to war production; but more than that, manpower and womanpower were mobilized to the same end.

The net result, so far as workers were concerned, is that the war period has been one of complete absorption of the labor force, and even of urgent measures to add to the labor force, with all the attendant ills as well as the advantages of such a situation in the economy.

In July 1941 our civilian labor force was about 56½ million people. In addition there were 2 million in the armed services. Since then we have increased the armed forces until in July of 1944 they were approaching 12 million, while the civilian labor force measured 55 million; that is, the armed forces and civilian labor combined totaled some 67 million, as against the earlier 58½ million.

It is with women's place in this mobilization that we are particularly concerned, the women who now are well over one-third of this country's civilian workers. Those who have gone into the uniformed services have done varied and valuable work. Numerically, however, they constitute a very small part of the women in wartime activities.

Far more important numerically and as an adaptation to war industries are the women in civilian industries, with the rate and total increase of their industrial employment, their shifts from the kinds of work at which they were chiefly occupied before the war into essential war production, and their geographic shifts, also in response to war production needs.

The greatest total of employed women ever reported in the United States was that for July 1944, when 18½ million were at work. Another half-million were seeking jobs or had finished school and joined the available labor force, the whole comprising more than 19 million women.

Earlier this year the Women's Bureau, with the aid of special Census figures, made an analysis of women's wartime shifts. Some 2 million women were reported to have left the labor market since Pearl Harbor, but some 6½ million new women workers were added. More than half of the women added had gone from their own home housework to take paid jobs. About a third had been in school and something less than 4 percent were below working age (14 years) at time of Pearl Harbor.

It seems to me important that currently and for the future we know the occupational history and shifts of this woman labor force. Half of the women at work in March 1944 were in the same occupational fields in which they were employed at time of Pearl Harbor. Surely that half is the hard core of those whom we must consider as permanently attached to the labor market.

At the top of the list of those who remained in their peacetime fields of work were the professional women, a small fraction of the whole. At the bottom were those in the service occupations other than domestic, 1 in 4 of whom had come from other work.

It is true, however, that in the period of 1940 to 1944 every single occupational group but one increased its total number of women employed. Only domestic service lost in total employment; nearly half a million fewer women, or about 20 percent less than the 1940 total, were thus employed in 1944.

As a result of these changes, the manufacturing and the clerical occupations now engage very much larger proportions of all employed women than was the case in 1940. As would be expected, the greatest increase was in the war industries group of manufactures, that is, in the metal and metal-products plants, in chemicals, and in rubber products. These are the women whose pictures we see in the magazines and in the Sunday papers - the welders, the munitions workers, the assemblers of airplane parts, the shipyard workers. Taking them together, these war industries show the enormous net gain in women's employment from 1940 to 1944 of more than 460 percent.

Other data indicate that the durable-goods industries now employ over 7½ million wage earners as compared with less than 4 million in 1939, and that women now constitute almost 25 percent of total employment in this heavy industries group as against 9 percent in 1939.

Not only have women shifted in the kinds of work they are doing, but they have shifted to a remarkable degree their places of abode. We all know the general story of war population shifts, but it is a particular story for the women workers.

In the Detroit area, for example, the increase in total labor force is reported as 13 percent, in women workers as 61 percent. In San Diego the labor force increased by 63 percent, and women workers by 155 percent, over 1940. Such changes underlie reports like that of the War Manpower Commission last September that 138 labor market areas were in need of improved facilities and services (housing, shopping, child care, and medical care), with high turnover and various community problems as a result.

We are interested also in the income and rates of pay, both of the women who have shifted their jobs and of those who have remained at their peacetime occupations, and I am sorry to say that such information is very scrappy. Even in agencies as deeply concerned as the Women's Bureau it has not been feasible to make any wage studies during the war period. Consequently, I cannot give you any statistical picture, but only some fragmentary bits of information.

I can say that in the course of other studies the Women's Bureau recorded beginning rates in war industries during 1942 and 1943 and found that these rates, more often than not, were the same for women as for men. But when it came to advancement, the opportunity to get into jobs that require higher skills and all those things that lead to improved rates as men normally expect to have them, there the women's opportunities have been very much limited, leaving the over-all picture one of lower earnings in general for women than for men.

Of course in most cases the actual "take-home wage" - that is, what remains after authorized deductions from earnings - has increased, especially in the industries directly turning out war products. However, what is most important over the whole area of women's employment is that the higher income they enjoy today comes from the longer hours they work; the overtime rates that go with long hours, especially in manufacturing; their shifts in occupation, which have put many of them into industries with higher basic rates; and to a much less degree, to increases in rates of pay in the industries that were large employers of women before the war.

There is another wartime phenomenon of women's employment of special interest to us, namely, how they have shared in the general level of increase of trade-union membership. Again, as with the wage situation, there are no complete statistics that we can give you. The fact of large increases in women's trade-union membership in certain of the war industries is evident. The best figures, the best estimates that we have available, show a total membership of women in trade unions prior to the war of 800,000, as against a membership of well over 3 million in 1944.

To summarize what has been said, the result of American women's response to the country's war production needs has brought over 5 million additional women into employment, with increases in all types of work except domestic service, though to the greatest extent in industries making war goods. About half the women now at work are on the same kinds of jobs as before Pearl Harbor, but many have transferred to other occupations and many also have changed their geographic location. Such evidences as are available show greatly increased union membership of women, and also increases in their take home earnings, though the latter are due primarily to longer work hours, overtime pay, and shifts to better-paying jobs. More often than not, women have entered at the same rate of pay as men on new jobs, but they have had far less chance of advance to the best-paying work.

It is obvious from these things that women's wartime employment presents many aspects of instability and the likelihood of far-reaching changes, significant alike to the women directly affected and to the whole community.

Now, where are the cracks in this wartime structure likely to come?

Most obviously and directly they will come in connection with the great industrial reconversion of plants from wartime to peacetime manufactures. Estimates of the impact of reconversion are available showing for each State the estimated total in thousands of persons who may be demobilized, from industry and from the armed services, and what percentage they form of persons employed in that State in 1940.

Let me emphasize that not every person demobilized will be a person out of a job. Some of them will transfer smoothly, and some will even stay at the same plant, the same bench, and on the same materials, yet change from a job on a war order to a job on a peace order. Others will be temporarily suspended while a plant reconverts.

On the other side of the picture are places, such as shell-filling plants, that have no peacetime future. Percentage wise, the analysis of demobilization changes indicates that as much as 47 percent of the total of persons employed in 1940 in the States most severly affected may be demobilized. Even the States where the proportion is lowest, the estimate amounts to about 20 percent of the 1940 employment.

If women's part in that industrial demobilization and reconversion picture be estimated very roughly in terms of their present proportion of civilian workers (that is, 1 in 3), it rises to a figure of over 100,000 in each of 7 major industrial States. In each of 3 additional States it will affect more than 60,000 women. To say it another way, there will be great variations, industrially and geographically, in the extent to which total employment is directly and positively affected by reconversion processes. For the individual worker, of course, there will be a variety of factors, important among which will be the kind of industry she happens to be working in; for example, in the past months we have seen very sizable lay-offs, affecting many women in such industries as shipbuilding and in munitions and small-arms plants.

And even in those industries that turn out the same product in peacetime as in wartime - the textiles, the shoes, the clothing, the automobile accessories - there is the question, thus far unanswered, as to how much of the kind of product they have been turning out for the war peak can be absorbed in the civilian economy.

Another factor that will cut right across the geographic and industrial complications is that of the reabsorption of discharged veterans. Veterans with previous employment experience have certain legislative safeguards set up for their return to prewar fields of work so as to help them overcome hardships of more or less extended withdrawal from civilian employment. But how far an opportunity to return to a former job will meet the men's own desires for future work is a matter to which the agencies responsible for the administration of that legislation are now giving their attention. Certainly that will make a real difference as to the amount of shift that results from their reabsorption, and certainly the longer the interval between their former employment and their return the less likely the old job is to fit.

In addition, there will be large numbers of discharged men who never had worked, many of them because they were too young; but the Nation's sense of obligation to returned servicemen will not be limited to those seeking to reestablish themselves in jobs. Both public and private agencies already have given much thought to the matter of their employment, and it would be utterly unrealistic not to recognize that, from this point of view alone, we are due for a tremendous readjustment of the current civilian employment pattern in which 1 in every 3 workers is a woman.

If we add to the shift due to the readjustment of veterans the traditional practice of lay-offs in reverse order of seniority, then the degree to which those shifts will affect women workers inevitably will be of far-reaching effect.

One more aspect of the shift-over of particular concern to women, which I think we may as well face up to in our discussions, is indicated by those straws in the wind of public opinion that clearly show how it is veering from a period of excessive admiration for women's capacity to do anything, over to the idea, expressed at times with considerable vehemence, that women ought to be delighted to give up any job and return to their proper sphere - the kitchen.

Women are part of the public opinion that is going to shape our future as it has shaped our past in the labor market. What I covet for us as women is that when we express that opinion it may be based on knowledge - knowledge of the historical development of women's employment position, knowledge of the factors that determine their course, as for example their responsibility for dependents, and knowledge of the relation of that course to the real interest of the community as a whole. That, it seems to me, is one of the particular obligations in which all of us have a very heavy share.

Closely connected with that, but well beyond the sphere of our immediate discussion, is the underlying need to recognize that women's chance for postwar employment is not and cannot be a thing apart from the general

employment picture. Instead, women's chances tend to be cumulatively better as the general level of employment is high, which is only another way of saying that women have the most urgent need for concerning themselves with all those social and international questions on which industrial prosperity depends, such as public and private policies that further quick reconversion and full employment, surplus-property disposal, tariff policy, international-trade policy, and international machinery for security and stability.

We must emphasize also the factors that bring into the public view the longer story, which builds up through census after census the enumeration of the spread of women's occupational distribution and of their economic obligations not only for their own maintenance but for the maintenance of others.

Many of you know the long record of Women's Bureau studies of the responsibilities of women for dependents - their own children, parents, young brothers, sisters, or other relatives of working women, whether married or single- for it has been proved abundantly that women, whether married or single, do in fact have important economic pressures.

We have been trying to bring that picture up to date by a survey, still in process, of women in both wartime and peacetime occupations in a country-wide selection of war production centers. I have said the survey itself is not complete. The analysis is complete for the first 5 areas that were covered, and that over-all picture is calculated to strengthen the facts with which we are all familiar. In each of those 5 areas three-fourths or more of the women are members of households, in approximately 90 percent of which they contribute regularly to the family upkeep; among the widowed and divorced women practically all contribute to family upkeep.

In each of these areas at least half of the women who contribute give regularly 50 percent or more of their take-home earnings, and in the aggregate their contributions amount to from 60 to 75 percent of what they earn. About 1 in 10 of these women, single and married, are the sole wage earners in their families; of those who are widows, approximately 40 percent are the sole wage earners. In all but one area, less than 10 percent of the women living apart contribute regularly to others, but the total contributions of these women amount to roughly one-third of the take-home earnings of those contributing.

One thing more that will be of interest in this survey: Of all the women interviewed about 80 percent planned, at time of interview, to continue working after the war.

Now these preliminary findings confirm and strengthen our earlier information: That women are wage earners not alone for self-support but for the support of dependents; that in very many cases marriage does not relieve them from such obligations; and that in individual cases the decision as to whether or not they will want a job after the war is contingent on the fortunes of war and the return or the earning power of family members now in service. Knowing that these conclusions result from painstaking interviews with a carefully selected sample of women workers gives support to skepticism expressed concerning some of the easy estimates of rapid and extensive "evaporation", so-called, of women from postwar employment.

What is the significance of these findings and to what extent do they indicate the direction we ought to take as we face the reconversion problems of women workers? All of us here are vitally concerned with these questions. The Women's Bureau stands ready to carry out its authorized functions of compiling and making available pertinent and authentic information, of formulating standards and policies for women workers, and of serving in a consultative capacity so far as our facilities permit. The Federal Government agencies will not shirk their share of responsibility, but it is with individuals and organizations in each community that the greatest opportunity for effective administration lies. It is in the conscience and the concerted action of citizens that solutions must be found and procedures established to meet the needs of women workers. Such bodies of citizens can ascertain what the people of the country want and need in reconversion adjustments, and what can be done to translate these wants into action. Those best fitted to take the lead in carrying out a well-rounded program for women workers are the women members of key organizations, such as are represented here today. In the interest not only of women but of our whole economy, this challenge must be met by all of us - through the development of a coordinated program, for local application but of Nation-wide significance.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

LIST OF REPRESENTATIVES OF NATIONAL ORGANIZATIONS ATTENDING CONFERENCE ON POSTWAR ADJUSTMENTS OF WOMEN WORKERS
December 4-5, 1944

1. Miss Frieda Miller, Director, Women's Bureau

2. American Association of University Women
Miss Kathryn McHale, General Director

3. American Federation of Labor
Miss Agnes Nestor

4. American Federation of Labor
Miss Florence Thorne

5. American Federation of Women's Auxiliaries of Labor
Mrs. Herman H. Lowe, President

6. American Home Economics Association
Mrs. Dora S. Lewis, President

7. American Women's Voluntary Services
Miss Anita Phipps

8. Congress of Industrial Organizations
Mrs. Dorothy Bellanca

9. Congress of Industrial Organizations
Mrs. Katherine P. Ellickson

10. Congress of Industrial Organizations Auxiliaries
Mrs. Faye Stephenson, President

11. Miss Elizabeth Cosgrove, Staff Assistant,
Personnel Utilization Section
U. S. Civil Service Commission

12. General Federation of Women's Clubs
Mrs. LaFell Dickinson, President

13. Mrs. Warwick Hobart, Advisor,
Employment of Women, Civilian Personnel Branch,
Office of Secretary of War

14. Home Mission Council of North America
Miss Edith Lowry

15. Institute of Women's Professional Relations
Mrs. Chase Going Woodhouse, Director

16. Mrs. Loretta Mousley
Assistant Director Industrial Relations
Monsanto Chemical Company

17. National Association of Colored Women
Miss Nannie Burroughs

18. National Catholic Welfare Conference
Miss Linna Bresette

19. National Consumers League
Miss Elizabeth Magee, General Secretary

20. National Council of Catholic Women
Miss Ruth Craven, Executive Secretary

21. National Council of Jewish Women,
Mrs. Olga Margolin,
Washington Representative

22. National Council of Negro Women Inc.
Mrs. Mary McLeod Bethune, President

23. National Federation of Business and Professional Women's Clubs
Miss Margaret A. Hickey, President

24. National Farmers Union
Mrs. Minnie Fisher Cunningham

25. National League of Women Voters
Miss Anna Lord Strauss, President

26. National Vocational Guidance Association
Miss Leona Buchwald, Chairman
Committee on Professional Training

27. National Woman's Christian Temperance Union,
Miss Elizabeth A. Smart, Director of the Department of Legislation

28. National Women's Trade Union League
Miss Elisabeth Christman, Secretary-Treasurer

29. Miss Eleanor Park
Industrial Relations Department
Union Carbide Company

30. United Council of Church Women
Mrs. Anna A. Hedgeman

31. Young Women's Christian Associations of the United States of America
Mrs. J. Birdsall Calkins, President

Due to illness or other reason Mrs. Dorothy Bellanca of the Congress of Industrial Organizations, Mrs. Herman Lowe of the American Federation of Women's Auxiliaries of Labor, Mrs. Mary McLeod Bethune of the National Council of Negro Women, and Miss Anita Phipps of the American Women's Voluntary Services, were unable to attend the Conference.

On Tuesday, Mrs. Harold A. Stone represented the National League of Women Voters in place of Miss Strauss, Mrs. Charles S. Maddock, Jr., represented the General Federation of Women's Clubs in place of Mrs. Dickinson, and Mrs. Christine S. Smith represented the National Association of Colored Women in place of Miss Burroughs, and Miss Helen Hostetter represented the American Home Economics Association in place of Mrs. Lewis.

Robinson

Second Conference on Postwar Adjustments of Women Workers Feb. 5, 1945

American Association of University Women	Dr. McHale
American Federation of Labor	Miss Thorne
American Home Economics Association	Miss Hostetter
American Women's Voluntary Services	Miss Phipps
Congress of Industrial Organizztions	Mrs. Ellickson
CIO Auxiliaries	Mrs. Fowler
General Federation of Women's Clubs	Mrs. Dickinson
Institute of Women's Professional Relations	Mrs. Woodhouse
Nat'l Business & Professional Women's Clubs	Miss Gove
National Catholic Welfare Council	Miss Bresette
National Consumers' League	Mrs. Wyckoff
National Council of Jewish Women	Mrs. Margolin
National Council of Negro Women	Mrs. Bethune
National League of Women Voters	Miss Strauss
National Women's Trade Union League	Miss Christman
Women's Christian Temperance Union	Miss Smart

Miss Bresette, representing the National Catholic Welfare Council, also represents the National Council of Catholic Women.

Miss Thorne, representing the American Federation of Labor, also represents the American Federation of Labor Auxiliaries.

Due to absence from the city, Mrs. Calkins of the National Y.W.C.A. is unable to be present, as is Miss Burroughs of the National Association of Colored Women, and also Mrs. Hedgeman of the United Council of Church Women.

The National Vocational Guidance Association, the National Farmers Union, and the Home Mission Council of North America, are not represented at this meeting.

not final list — not official

October 3, 1944

NATIONAL ORGANIZATIONS
(Choice of 2 where more names are listed)

1. American Association of University Women:

Dr. Helen C. White, President
Care of University of Wisconsin
Madison, Wisconsin

Miss Kathryn McHale, General Director
1634 I Street, N.W.
Washington 6, D.C.

Gen. Fed. should be added

2. National League of Women Voters:

Miss Anna Lord Strauss, President
726 Jackson Place
Washington 6, D.C.

Mrs. Rachel C. Mason, Congressional Secretary
726 Jackson Place
Washington 6, D.C.
(Temporary delegate to Women's Joint Congressional Committee)

3. National Consumers' League:

Miss Elizabeth S. Magee, General Secretary
348 Engineers Building
Cleveland, Ohio
(Delegate to Women's Joint Congressional Committee)

Miss Mary L. Dykeman, Executive Secretary
Consumers' League of New Jersey
790 Broad Street
Newark, New Jersey

4. National Federation of Business & Professional Women's Clubs:

Miss Margaret A. Hickey, President
560 N. Skinker Street
St. Louis, Missouri

Mrs. Marion H. Britt, Washington Representative
2910 Dumbarton Avenue, N.W.
Washington, D.C.

5. Institute of Women's Professional Relations:

Mrs. Chase Going Woodhouse, Director
Connecticut College for Women
New London, Connecticut

6. American Home Economics Association:

Mrs. Dora S. Lewis, President
Care of New York University
New York, N. Y.

Miss Gladys Wyckoff, Delegate to Women's Joint Congressional Committee
620 Mills Building
Washington, D.C.

7. American Women's Voluntary Services:

Mrs. Alice T. McLean, Chairman
345 Madison Avenue
New York 17, N. Y.

Mrs. Stanhope Mixon, National Program Chairman
345 Madison Avenue
New York 17, N. Y.

8. Association of Junior Leagues of America:

Miss Cecil Lester Jones, President
2906 P Street, N.W.
Washington 7, D.C.

Mrs. Winthrop Pennock, Executive Director
Waldorf-Astoria
New York, N. Y.

Mrs. Helene M. Lipscomb, Community Service Consultant on Education
Waldorf-Astoria
New York, N. Y.

9. Y. W. C. A.:

Mrs. Henry A. Ingraham, President of National Board
600 Lexington Avenue
New York 22, N. Y.

Mrs. J. Birdsall Calkins, President
Young Women's Christian Associations of the U. S. A.
1112 N. Evergreen Street
Arlington, Virginia

Miss Elsie D. Harper, Secretary
Public Affairs Committee
National Board - Y.W.C.A.
600 Lexington Avenue
New York 22, N. Y.

Mrs. Eleanor C. Anderson, Industrial Secretary
National Board - Y.W.C.A.
600 Lexington Avenue
New York 22, N. Y.

10. National Women's Christian Temperance Union:

Mrs. D. Leigh Colvin, President
605 W. 184th Street
New York 33, N. Y.

11. National Council of Jewish Women:

Mrs. Joseph M. Welt, President
1819 Broadway
New York, N. Y.

Mrs. Louis Ottenberg, Delegate to Women's Joint Congressional Committee
1613 Buchanan Street, N.W.
Washington, D.C.

12. National Council of Catholic Women:

Mrs. Robert A. Angelo, President
85 Market Street
Hellam, Pennsylvania

Miss Ruth Craven, Executive Secretary
1312 Massachusetts Avenue
Washington 5, D.C.

13. National Catholic Welfare Conference:

Miss Linna Bresette
Social Action Department
National Catholic Welfare Conference
1312 Massachusetts Avenue, N.W.
Washington 5, D.C.

14. United Council of Church Women:

Miss Amy Ogden Welcher, President (annual meeting November 14-15-16 after which will probably be Mrs. Harper Sibley)
156 Fifth Avenue
New York, N. Y.

Mrs. Sina M. Stanton, Delegate to Women's Joint Congressional Committee
4815 Battery Lane
Bethesda, Maryland
(Will probably change in November because a Public Affairs Committee has been set up and chairman or member of committee will probably take over this work)

15. Home Missions Council of North America:

Mrs. Norman Vincent Peale, President
297 Fourth Avenue
New York, N. Y.

Miss Edith E. Lowry, Executive Secretary
297 Fourth Avenue
New York, N. Y.

16. The National Council of Negro Women, Inc.:

Mrs. Mary McLeod Bethune, President
1318 Vermont Avenue, N.W.
Washington 5, D.C.

Mrs. Jeanetta Welch Brown, Executive Secretary
1318 Vermont Avenue, N.W.
Washington 5, D.C.

17. National Association of Colored Women:

Mrs. Ada B. De Ment, President
704 E. Fourth Street
Mineral Wells, Texas

Mrs. Christine Smith, Executive Secretary
1919 - 3rd Street, N.W.
Washington, D.C.

18. National Women's Trade Union League:

Miss Rose Schneiderman, President
247 Lexington Avenue
New York, N. Y.

Miss Elizabeth Christman, Secretary-Treasurer
Machinist's Building
Washington, D.C.

19. A F of L:

Miss Florence Thorne, Director of Research
901 Massachusetts Ave., N.W.
Washington 1, D.C.

Miss Pauline M. Newman
Union Health Center - International Ladies Garment Workers - AF of L
299 W. 12th Street - Apartment 140
New York 14, N. Y.

Miss Margaret Scattergood
Research Department
901 Massachusetts Ave., N.W. - Washington 1, D.C.

Mrs. Anne Page - Research Department - 901 Massachusetts Avenue, N.W.
AF of L Representative on Committee on Development (of which Paul Hoffman is Chairman) (She is writing a pamphlet on postwar employment of women)

20. CIO:

Mrs. Dorothy Bellanca, Vice-President
Amalgamated Clothing Workers Union of America (CIO)
15 Union Square
New York 3, N. Y.

Miss Elizabeth Hawes
UAW - CIO
1324 Maccabees Building
Detroit, Michigan

Miss Ruth Young, Executive Secretary
UE - CIO
17 William Street
Newark, New Jersey

21. A F of L Auxiliaries:

Mrs. Herman H. Love, President
American Federation of Women's Auxiliaries of Labor (AF of L)
P.O. Box 292
Nashville, Tennessee

22. CIO Auxiliaries:

Mrs. Eleanor Fowler, ~~Director~~ Executive Secretary-Treasurer
Congress of Women's Auxiliaries of the CIO
1019 - 15th Street, N.W.
Washington, D.C.

Mrs. Faye Stephenson Pres.
Cleveland, Ohio
3079 West 111 St
Cleveland 11

23. American Labor Education Services:

Miss Eleanor Coit
437 W. 59th Street
New York 19, N. Y.

20. CIO:

Mrs. Dorothy Bellanca, Vice-President
Amalgamated Clothing Workers Union of America (CIO)
15 Union Square
New York 3, N. Y.

Miss Elizabeth Hawes
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437 W. 59th Street
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October 3, 1944

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(Choice of 2 where more names are listed)

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Miss Kathryn McHale, General Director
1634 I Street, N.W.
Washington 6, D.C.

National League of Women Voters:

Miss AnnaLord Strauss, President
726 Jackson Place
Washington 6, D.C.

National Consumers' League:

Miss Elizabeth S. Magee, General Secretary
345 Engineers Building
Cleveland, Ohio
(Delegate to Women's Joint Congressional Committee)

National Federation of Business & Professional Women's Clubs:

Miss Margaret A. Hickey, President
560 N. Skinker Street
St. Louis, Missouri

Institute of Women's Professional Relations:

Mrs. Chase Going Woodhouse, Director
Connecticut College for Women
New London, Connecticut

American Home Economics Association:

Mrs. Dora S. Lewis, President
Care of New York University
New York, N.Y.

American Women's Voluntary Services:

Mrs. Stanhope Nixon, National Program Chairman
345 Madison Avenue
New York 17, N.Y.

Association of Junior Leagues of America:

Miss Cecil Lester Jones, President
2906 P Street, N.W.
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Y. W. C. A.:

Mrs. J. Birdsall Calkins, President
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National Council of Jewish Women:

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New York, N.Y.

National Council of Catholic Women:

Mrs. Robert A. Angelo, President
85 Market Street
Hellam, Pennsylvania

National Catholic Welfare Conference:

Miss Linna Bresette
Social Action Department
National Catholic Welfare Conference
1312 Massachusetts Avenue, N.W.
Washington 5, D.C.

United Council of Church Women:

Miss Amy Ogden Welcher, President
156 Fifth Avenue
New York, N.Y.

(annual meeting November 14-15-16 after which will probably be Mrs. Harper Sibley)

Home Missions Council of North America:

Mrs. Norman Vincent Peale, President
29[illegible] Fourth Avenue
New York, N.Y.

The National Council of Negro Women, Inc.:

Mrs. Mary McLeod Bethune, President
1318 Vermont Avenue, N.W.
Washington 5, D.C.

National Association of Colored Women:

Mrs. Ada B. De Hart, President
704 E. Fourth Street
Mineral Wells, Texas

National Vocational Guidance Association:

Miss Leona Bushwald
Director of Guidance and Placement
Baltimore Public Schools
3 East 25 St.
Baltimore, Md.

Southern Regional Council, Inc.

Miss Margaret L. Fisher
Director of Public Relations
710 Standard Bldg.
Atlanta 3, Georgia

National Farmers Union:

Mrs. Minnie Fisher Cunningham
New Waverly, Texas

National Women's Trade Union League:

Miss Elizabeth Christman, Secretary-Treasurer
Machinist's Building
Washington, D.C.

A F of L:

CIO:

Mrs. Dorothy Bellanca, Vice-President
Amalgamated Clothing Workers Union of America (CIO)
15 Union Square
New York, 3, N.Y.

K Erikson

A F of L Auxiliaries:

Mrs. Herman H. Lowe, President
American Federation of Women's Auxiliaries of Labor (AF of L)
P.O. Box 292
Nashville, Tennessee

CIO Auxiliaries:

Mrs. Eleanor Fowler, Director
Congress of Women's Auxiliaries of the CIO
1019 - 15th Street, N.W.
Washington, D.C.

Representatives of Management:

Miss Bess Bloodworth
Vice-President in Charge of Personnel
Namn Store
452 Fullon St.,
Brooklyn, N.Y.

Miss Eleanor H. Park
Industrial Relations Department
Union Carbide and Carbon Co.
30 E 42 St.,
New York 17, N.Y.

Miss Loretta Moushey
Asst. Director Industrial Relations
Monsanto Chemical Co.
1700 South 2nd St.,
St. Louis, Mo.

Miss Lucy Ogden Norton
Asst. Supervisor of Personnel
General Electric Co.
Erie, Pa.

Additional Representatives of Management:

Annabelle Lamburth Personnel Director for Women Wagner Electric Co. St. Louis, Mo.	President of Industrial Personnel of Women. President of Altrusa Club. U.E.R.M.W.A. Union Labor Relations Policy Good
Miss Gertrude Steemer Personnel Director for Women Quaker Oats Co. Cedar Rapids, Iowa	C.I.O. Cereal Workers Union. There are 4 women on the Labor-Management Committee here. Good labor Relations
Miss Ruth Stone Hawthorne Works Western Electric Co.	
Sara Southall	

Suggested Additional Names for Conference:

Minnie L. Maffette, M.D. 706 Medical Arts Bldg., Dallas Texas	Former B. & P. National President
Judge Sarah Pilgrman Hughes (Mrs.) 3816 Normandy Dallas, Texas	District Judge Mildly Equal Rights. Texas State Leg. (Dem.). Knows working women of South West. Goucher College G.W.U. Achievement Award AAU.W., U.W.C.A., Civic Fed., B & P.W., American Bar Association. Zonta
Mrs. Lucille Mulhall Tulsa, Oklahoma	Former General Secretary Y.W.C.A. Tulsa. Exceptionally liberal and active in Civic Affairs.

September 29, 1944

NATIONAL ORGANIZATIONS

American Association of University Women:

* President: Dr. Helen C. White
University of Wisconsin
Madison, Wisconsin

* General Director: Miss Kathryn McHale
1634 I Street, N.W.
Washington 6, D.C.

Chairman of National Committee on Economic and Legal Status of Women:

Judge Sarah Hughes
Courthouse
Dallas, Texas

General Federation of Women's Clubs:

* President: Mrs. LaFell Dickinson
1734 N Street, N.W.
Washington 6, D.C.

~~Delegate, Women's Joint Congressional Committee:~~

* Chairman - Postwar Planning Department: Mrs. Thurston Roberts
1804 Elizabeth Place
Jacksonville, Florida

Y. W. C. A.

* National Board

President: Mrs. Henry A. Ingraham
600 Lexington Avenue
New York 22, N. Y.

* Delegate - Women's Joint Congressional Committee: Mrs. James W. Irwin
Hotel Roosevelt
Washington , D.C.

* President - Y.W.C.A's of the U.S.A.: Mrs. J. Birdsall Calkins
1112 N. Evergreen Street
Arlington, Virginia

National Consumers League:

President: Dr. Alice Hamilton
341 Engineers Building
Cleveland, Ohio

* Delegate - Women's Joint Cong. Com.: Miss Elizabeth S. Magee, General Secretary
348 Engineers Building, Cleveland, Ohio

National Council of Jewish Women:

* President: Mrs. Joseph M. Welt
1819 Broadway
New York, N. Y.

? * Delegate - Women's Joint Cong. Com.: Mrs. Louis Ottenberg
1613 Buchanan Street, N.W.
Washington , D.C.

National Federation of Business & Professional Women's Clubs:

* President: Miss Margaret A. Hickey
560 N. Skinker Street
St. Louis, Missouri

? * Washington Representative: Mrs. Marion H. Britt
2910 Dumbarton Ave., N.W.
Washington , D.C.

National League of Women Voters:

* President: Miss Anna Lord Strauss
726 Jackson Place
Washington 6, D.C.

* Congressional Secretary: Mrs. Rachel C. Nason
726 Jackson Place
Washington 6, D.C.
(Temporary delegate to Women's Joint Congressional Committee)

National Women's Trade Union League:

* President: Miss Rose Schneiderman
247 Lexington Avenue
New York, N. Y.

* Secretary-Treasurer: Miss Elizabeth Christman
Machinist's Building
Washington , D.C.

United Council of Church Women:

President: Miss Amy Ogden Welcher
156 - Fifth Avenue
New York, N. Y.
(annual meeting Nov. 14-15-16 after which will probably be Mrs. Harper Sibley) *

Delegate - Women's Joint Congressional Committee: * Mrs. Sina M. Stanton
4815 Battery Lane
Bethesda, Md.
(Will probably change in November because a Public Affairs Committee has been set up and chairman or member of com. will probably take over this work)

Home Missions Council of North America:

* President: Mrs. Norman Vincent Peale
297 Fourth Avenue
New York, N. Y.

* Executive Secretary: Miss Edith E. Lowrie
297 Fourth Avenue
New York, Nl Y.

National Council of Catholic Women:

* President: Mrs. Robert A. Angelo
85 Market Street
Hellam, Pennsylvania

* Executive Secretary: Miss Ruth Craven
1312 Massachusetts Avenue
Washington 5, D.C.

National Catholic Welfare Conference:

* Miss Linna Bresette
Social Action Department
National Catholic Welfare Conference
1312 Massachusetts Avenue, N.W.
Washington 5, D.C.

Junior League of America :

* President: Miss Cecil Lester Jones
2906 P Street, N.W.
Washington 7, D.C.

* Community Service Consultant
on Education: Mrs. Helene M. Lipscomb
Waldorf-Astoria
New York, N. Y.

* Public Relations Consultant: Miss Pauline E. Mandigo
Waldorf-Astoria
New York, N. Y.

National Council of Negro Women: (The National Council of Negro Women, Inc.)

* President: Mrs. Mary McLeod Bethune
1318 Vermont Avenue, N.W.
Washington 5, D.C.

* **Executive Secretary: Mrs. Jeanetta Welch Brown**
1318 Vermont Avenue, N.W.
Washington 5, D.C.

National Association of Colored Women: (1140 O ST. D.c 8160)

* Executive Secretary: Mrs. Christine Smith
1919 - 3rd Street, N.W.
Washington , D.C.

* President: Mrs. Ada B. De Ment
704 [redacted]rth Street, Mineral Wells, Texas

Institute of Women's Professional Relations:

* **Director:** Mrs. Chase Going Woodhouse
Connecticut College for Women
New London, Connecticut

* **Assistant Director:** Mrs. Jouett Shouse
National Press Building
Washington , D.C.

National Women's Christian Temperance Union: ???

* **President:** Mrs. Ida B. Wise Smith
1730 Chicago Avenue
Evanston, Illinois

American Home Economics Association:

* **President:** Mrs. Dora S. Lewis
New York University
New York, N. Y.

* **Delegate - Women's Joint Cong. Com.:** Miss Gladys Wyckoff
620 Mills Building
Washington, D.C.

American Women's Voluntary Services:

* **Chairman:** Mrs. Alice T. McLean
345 Madison Avenue
New York 17, N. Y.

* **National Program Chairman:** Mrs. Stanhope Nixon
345 Madison Avenue
New York 17, N. Y.

A F of L

Florence Thorne - 901 Massachusetts Ave., N.W. - Washington, D.C.

Miss Pauline M. Newman, Officer
Union Health Center
International Ladies Garment Workers - AF of L
299 W. 12th Street
Apartment 140
New York 14, N. Y.

Margaret Scattergood - 901 Massachusetts Ave., N.W. - Washington, D.C.

Mrs. Anne Page - Education Department
AF of L Representative on Committee on Development (of which Paul Hoffman is Chairman) (She is writing a pamphlet on postwar employment of women)

A F of L AUXILIARIES

Mrs. Herman H. Lowe, President
American Federation of Women's Auxiliaries of Labor (AF of L)
P.O. Box 292
Nashville, Tennessee

CIO

Mrs. Dorothy Bellanca, Vice-President
Amalgamated Clothing Workers Union of America (CIO)
15 Union Square
New York 3, N. Y.

CIO AUXILIARIES:

Mrs. Eleanor Fowler, Director
Congress of Women's Auxiliaries of the CIO
1019 - 15th Street, N.W.
Washington, D.C.

September 28, 1944

PROSPECTIVE CONFERENCE WITH REPRESENTATIVES
OF WOMEN'S ORGANIZATIONS

(As discussed at Women's Bureau staff conference -- September 15, 1944)

It was thought a small conference with representatives from key organizations would be called by the Bureau and held in Washington about the middle of November. The purpose of this conference would be to draw up a program concerned with safeguarding the interests of women workers and promoting their essential employment in the various communities throughout the country. The program would be a cooperative one between the Bureau and the organizations.

The plans would include also a series of regional programs which the Women's Bureau regional representatives and the above organizations would sponsor. Such conferences would be geared to the specific needs of the individual communities, and many other women's organizations would be asked to send representatives to these conferences, the purpose being to educate in this way large groups of women now uninformed about the needs of women workers.

At the staff conference it was thought that regional conferences could be held in the communities where the Women's Bureau has made its postwar surveys, and a second general conference also discussed would be held just for women representatives of labor unions.

Tentative List of Key Organizations for Washington November Conference Based on the discussion at the Staff Conference.

The following would or could be asked to send a top person, but a substitute would not be desired:

- American Association of University Women
- General Federation of Women's Clubs
- National Board of the Y.W.C.A. - Y.W.H.A.
- National Consumers' League
- National Council of Jewish Women
- National Federation of Business & Professional Women's Clubs — Miss Hedges W.M.C.
- National League of Women Voters
- National Women's Trade Union League
- National Council of Church Women — Council of Women for Home Missions
- A.F. of L.
- C. I. O.
- Women's Auxiliaries -- A.F. of L. and C.I.O.
- Junior League
- American Women's Voluntary Services
- National Council of Catholic Women — Nat'l Catholic Welfare Conference Linna Brocette
- National Council of Negro Women - Mrs Bethune

Community War Services U.S.O. W.M.C. W.P.B.

XO National Women's Christian Temperance Union
X Institute of Women's Professional Relations
? National League of Women Shoppers
? National Education Association
X Am. Home Ec. Assn.

Suggested Organizations to be Invited to Regional Conferences

Various professional women's organizations such as service clubs, etc.
Fraternal organizations such as Order of Eastern Star
Educational groups such as National Congress of Parents and Teachers
Veteran auxiliary groups such as American Legion Auxiliary
Sorority groups connected with Pan-Hellenic Association
So-called patriotic organizations such as DAR

Zonta
Quota
Home

SUPPLEMENTARY LIST
(For Possible Contact after the Conference)

Service Clubs

Soroptomist (American Federation of)
Altrusa Clubs (International Association)
Quota Club (International, Inc.)
The Pilot Club (International)
Zonta (International)

Negro

National Association for Advancement of Colored People
Urban League

Professional and Educational

? Special Libraries Association
The Fashion Group, Inc.
Women's International Association of Aeronautics
Engineering Women's Club (Olive Dennis)
National Organization for Public Health Nursing
Association of Bank Women
Association of Women in Public Health (Zapoleon)

Fraternal

PEO Sisterhood ? National or Community Level
Order of Eastern Star

Patriotic

American Legion Auxiliary
[redacted]
DAR
and others

Miscellaneous

National League of Women Shoppers (Community level)
? Family Welfare Service
? Women's Division - National Assoc. of Manufacturers [redacted]S UNIQUE)
Young Women's Hebbew Association (Community level)

Women's Joint Congressional Committee

Ones usually cooperating with

Others

American Dietetic Association
American Federation of Teachers
American Nurses Association
American Medical Women's Association
American Physiotherapy Association
Girls' Friendly Society of U.S.
National Association of Nursery Education
National Congress of Parents and Teachers
National Education Association
Women's National Homeopathic Medical Frat.
National Service Star Legion

Women's Press Clubs: (Publicity)

Women's National Press Club
American Newspaper Women's Club
[redacted]

Association of Women Directors of National Association of Broadcasters
535 Fifth Avenue - New York

acceptances

Files

The attached letter was sent to the following people:

Miss Kathryn McHale, General Director
American Association of University Women
1634 I Street, N. W.
Washington 6, D. C.

2. Miss Anna Lord Strauss, President
National League of Women Voters
726 Jackson Place
Washington 6, D. C.

3. Miss Elizabeth S. Magee, General Secretary
National Consumers' League
348 Engineers' Building
Cleveland, Ohio

4. Miss Margaret A. Hickey, President
National Federation of Business and Professional Women's Clubs
560 N. Skinker Street
St. Louis, Mo.

5. Mrs. Chase Going Woodhouse, Director
Institute of Women's Professional Relations
Connecticut College for Women
New London, Conn.

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8. Miss Cecil Lester Jones, President
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9. Mrs. J. Birdsall Calkins, President
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12. Mrs. Robert A. Angelo, Pres.
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85 Market Street
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13. Miss Linna Bresette
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National Catholic Welfare Conferenc
"1312 Mass. Ave., N. W.
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14. Miss Amy Ogden Welcher, Pres.
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17. Mrs. Ada B. DeMent, Pres.
National Association of Colored Women
704 East Fourth Street
Mineral Wells, Texas

18. Miss Leona Bushwald
National Vocational Guidance Asso.
Care of Baltimore Public Schools
3 East 25th St.
Baltimore, Md.

19. Miss Margaret L. Fisher.
Director of Public Relations
Southern Regional Council, Inc.
710 Standard Building
Atlanta 3, Georgia

October 23, 1944

"No society can boast of democratic ideals,
if it utilizes its womanpower in a crisis
and neglects it in peace."
-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Miss Kathryn McHale, General Director
American Association of University Women
1634 I Street, N. W.
Washington 6, D. C.

Dear Miss McHale:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

With this in view the Women's Bureau is planning a small working conference to be held in Washington, December 4 and the morning of December 5, to consider these questions with key women of important national organizations. We hope it will be possible to develop a sound program of employment policies and labor standards for women which can be translated into action with the aid of the participating organizations. I invite you to join with us in planning this program.

We are limiting the conference to persons who are definitely interested in such objectives and are in a position to influence the thinking and action of their respective groups. I hope very much that you will be able to attend.

When we have your acceptance we will forward to you some material which may be helpful in directing your thinking in advance of the conference. The conference will convene at 10:00 a.m., December 4, in Room 3135, Department of Labor Building, Constitution Avenue at Fourteenth Street.

Sincerely yours,

FSM:MBS:MBG

Frieda S. Miller, Director

October 26, 1944

"No society can boast of democratic ideals,
if it utilizes its womanpower in a crisis
and neglects it in peace."
-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Miss Florence Thorne
American Federation of Labor
901 Massachusetts Avenue, N. W.
Washington, D. C.

Dear Miss Thorne:

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Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

With this in view the Women's Bureau is planning a small working conference to be held in Washington, December 4 and the morning of December 5, to consider these questions with key women of important national organizations. We hope it will be possible to develop a sound program of employment policies and labor standards for women which can be translated into action with the aid of the participating organizations. At the suggestion of President Green, I am asking you and Agnes Nestor as the two women to represent the interests and point of view of the American Federation of Labor. I personally would be very happy if you would agree to come in this capacity.

We are limiting the conference to persons who are definitely interested in such objectives and are in a position to influence the thinking and action of their respective groups.

When we have your acceptance we will forward to you some material which may be helpful in directing your thinking in advance of the conference. The conference will convene at 10:00 a.m., December 4, in Room 3135, Department of Labor Building, Constitution Avenue at Fourteenth Street.

Sincerely yours,

FSMaBS:ANG

Frieda S. Miller

October 26, 1944

"No society can boast of democratic ideals,
if it utilizes its womanpower in a crisis
and neglects it in peace."
-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Mrs. Dorothy Bellanca, Vice President
Amalgamated Clothing Workers' Union of
America (CIO)
15 Union Square
New York, 3, N. Y.

Dear Mrs. Bellanca:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificant efforts of women the Nation's blueprints for war production could not have been met. Their futufe employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

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We are limiting the conference to persons who are definitely interested in such objectives and are in a position to influence the thinking and action of their respective groups.

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Sincerely yours,

F m:MBS:MWC

Frieda S. Miller, Director

Files

October 26, 1944

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and neglects it in peace."
-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Mrs. Warwick Hobart,
Adviser on Employment of Women,
Civilian Personnel Branch,
Office of the Secretary of War
Washington, D. C.

My dear Mrs. Hobart:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

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We are limiting the conference to persons who are definitely interested in such objectives and are in a position to influence the thinking and action of their respective groups.

When we have your acceptance we will forward to you some material which may be helpful in directing your thinking in advance of the conference. The conference will convene at 10:00 a.m., December 4, in Room 3135, Department of Labor Building, Constitution Avenue at Fourteenth Street.

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FSM:MSH:MMG

Frieda S. Miller, Director

Files

October 26, 1944

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-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Mrs. Minnie Fisher Cunningham
New Waverly, Texas

Dear Mrs. Cunningham:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

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However, if we hold rigidly to representation through executive officers of national organizations, it appears that we will be giving less weight than is due on the ground of women's new industrial activity to the large area of the Southwest. Knowing your interest in the many questions that relate to this development and your wide knowledge of conditions in the Southwest, I hope you will be willing to join us in this conference and contribute to it your judgment and advice for the benefit of women in your own area and for balanced thinking on overall aspects. While the organizations invited to send representatives will be expected to pay their expenses, the Bureau will be very happy to bear the expense of your coming. It gives me real pleasure to extend this invitation.

When we have your acceptance we will forward to you some material which may be helpful in directing your thinking in advance of the conference. The conference will convene at 10:00 a.m., December 4, in Room 3135, Department of Labor Building, Constitution Avenue at Fourteenth Street.

Sincerely yours,

FSM:HBS:MMC

Frieda S. Miller, Director

File

October 27, 1944

"No society can boast of democratic ideals,
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-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Mrs. Faye Stephenson, President
C.I.O. Auxiliaries
1019 - 15th Street, N.W.
Washington, D.C.

Dear Mrs. Stephenson:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

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Sincerely yours,

Frieda S. Miller, Director

FSM:HBS:mch

Dee

October 27, 1944

"No society can boast of democratic ideals,
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and neglects it in peace."
-Release, December 2, 1943 of the Women's
Advisory Committee, War Manpower Commission

Mrs. Herman H. Lowe, President
American Federation of Women's Auxiliaries
of Labor - A.F. of L.
P.O. Box 292
Nashville, Tennessee

Dear Mrs. Lowe:

The 18 million women workers of today already are looking to what lies ahead - during reconversion and demobilization from war to peace. Though several million of them will withdraw from the labor force, the great majority - probably 14 to 15 million - will need or want jobs.

Without the magnificent efforts of women the Nation's blueprints for war production could not have been met. Their future employment status and opportunities are of vital importance to the country as a whole. In a special sense they are the concern of the organizations interested in women's economic status in relation to national welfare and of the Women's Bureau. Jointly these agencies can make a major contribution to the readjustment of women to the peacetime labor force. To accomplish this a cooperative program should be launched while postwar plans are in the making.

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Sincerely yours,

FSM:HBS:mch

Frieda S. Miller, Director

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Number and Percent of Women in the Labor Force in 1940, by State

Trend in the Employment of Women During the War

Employment of Women by Month, 1940, 1943, 1944

Impact of Reconversion, by State

November 1944

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Number and Percent of Women 14 Years Old and Over in the Labor Force in 1940 by State

Source: U. S. Bureau of the Census

Division and State	Women in the labor force in 1940	Percent of total
United States	12,845,259	24.3
New England		
Maine	84,011	25.4
New Hampshire	58,412	28.2
Vermont	32,102	22.7
Massachusetts	563,675	30.6
Rhode Island	101,430	31.5
Connecticut	225,266	29.3
Middle Atlantic		
New York	1,704,850	28.6
New Jersey	521,355	28.1
Pennsylvania	979,421	24.6
East North Central		
Ohio	638,388	23.1
Indiana	281,036	21.1
Illinois	854,276	25.4
Michigan	456,859	21.5
Wisconsin	260,002	21.2
West North Central		
Minnesota	240,396	21.8
Iowa	186,920	19.5
Missouri	353,597	23.2
North Dakota	39,684	16.8
South Dakota	44,217	18.4
Nebraska	100,642	20.1
Kansas	133,481	19.9
South Atlantic		
Delaware	29,363	25.7
Maryland	200,165	26.1
District of Columbia	131,915	38.3
Virginia	238,236	23.1
West Virginia	111,144	17.5
North Carolina	349,896	26.2
South Carolina	214,801	29.4
Georgia	335,916	27.4
Florida	227,288	28.9

Number and Percent of Women 14 Years Old and Over in the Labor Force in 1940 by State - Continued

Division and State	Women in the labor force in 1940	Percent of total
East South Central		
Kentucky	178,621	17.9
Tennessee	241,236	22.5
Alabama	241,043	23.7
Mississippi	196,463	24.3
West South Central		
Arkansas	116,084	17.1
Louisiana	209,606	23.7
Oklahoma	156,713	19.5
Texas	542,385	22.1
Mountain		
Montana	38,939	17.3
Idaho	29,868	15.6
Wyoming	16,166	16.1
Colorado	91,994	21.8
New Mexico	32,650	18.4
Arizona	36,951	20.5
Utah	33,888	18.7
Nevada	7,942	16.6
Pacific		
Washington	148,382	20.7
Oregon	97,616	21.5
California	729,968	24.8

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

TREND IN THE EMPLOYMENT OF WOMEN DURING THE WAR

The monthly reports made by the Bureau of the Census on the civilian labor force show an increase of about 6 million women workers since 1940. Women now are more than a third of all this country's workers, and 37 percent of all those in non-agricultural employment. The year of greatest increase in women workers was 1942, but the additional number who came into the labor force in 1943 and 1944 combined was even greater than the number who entered during 1942. The figures are as follows:

Date	Women in-			
	Civilian labor force		Non-agricultural employment	
	Number (in thousands)	Percent of total	Number (in thousands)	Percent of total
December 1940	12,530	23.8	10,660	27.4
December 1941	13,770	25.6	12,340	28.8
December 1942	16,020	28.1	14,720	32.8
December 1943	17,120	33.0	16,110	36.5
October 1944	18,460	34.9	16,170	37.2

Data on Woman Employment in Each State

Attached tables show monthly data on woman employment 1940, 1943, and 1944; and 1940 Census data on women employment in each State. In using them, consideration must be given to the fact that there have been great changes in every State in the number and proportion of women workers.

Data as to woman employment in all the individual States are not available for a period later than the 1940 Census, though a few States make their own reports as to employment of women since 1940.

Should as many as one-fifth of the present women employees stop work, which now seems likely to be the maximum, the postwar labor force will include about 15 million women.

MEP
November 1944

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EMPLOYMENT OF WOMEN BY MONTH, 1940, 1943, 1944

Date	Number of Women (in thousands)							
	Civilian labor force			Non-agricultural employment			Manufacturing employment	
	1940	1943	1944	1940	1943	1944	1943	1944
January	-	15,870	16,790	-	14,630	15,780	3,766	4,332
February	-	16,130	16,630	-	14,890	15,730	3,915	4,310
March	13,010	16,270	16,880	10,730	15,090	15,900	4,015	4,274
April	13,090	16,550	17,180	10,570	15,040	16,040	4,112	4,218
May	13,250	17,290	17,930	10,260	15,200	15,960	4,172	4,200
June	13,850	18,340	18,680	9,860	15,570	16,060	4,263	4,227
July	13,850	18,660	19,110	10,080	16,000	16,440	4,323	4,219
August	13,750	18,450	18,440	10,220	15,840	16,430	4,429	4,245
September	13,570	18,210	18,440	10,310	15,630	16,150	4,463	
October	13,230	17,770	18,460	10,330	15,700	16,170	4,487	-
November	12,630	17,470	-	10,620	15,850	-	4,519	-
December	12,530	17,120	-	10,660	16,110	-	4,445	-

Source: Civilian labor force and Non-agricultural employment - Bureau of the Census
Manufacturing employment - Bureau of Labor Statistics

November 1944

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

IMPACT OF RECONVERSION

Roughly a third of the civilian workers today are women. Using this proportion on available estimates as to manufacturing demobilization indicates that there are 7 major industrial States in which reconversion might be expected to affect between 100,000 and 200,000 women workers, and 3 additional States in which more than 60,000 women may be affected. The following table shows estimates of demobilization by State, in relation to 1940 employment.

Hypothetical Military and Industrial Demobilization, in Relation to Pre-war Employment, by States

Source: Bureau of Labor Statistics, Serial No. R. 1691, Sept. 1944

State	Demobilized persons (in thousands)		Demobilized persons as percent of 1940 total employment 1/
	Manufacturing employees	Total (including armed forces)	
United States	5,436.0	14,236.0	31.5
California	591.6	1,084.4	42.9
New York	533.0	1,413.0	28.4
Ohio	479.8	937.4	40.0
Michigan	430.4	800.0	43.8
Pennsylvania	376.1	1,044.9	32.3
Illinois	339.2	858.4	29.9
New Jersey	330.9	621.3	39.6
Indiana	249.9	478.7	41.6
Massachusetts	228.8	492.8	32.1
Connecticut	187.8	311.0	45.7
Texas	172.2	612.2	28.6
Washington	171.2	285.6	47.0
Wisconsin	133.7	327.3	30.9
Maryland	91.1	223.1	32.3
Oregon	86.2	156.6	40.2
Alabama	83.0	276.6	30.9
Missouri	72.1	309.7	23.9
Virginia	70.3	263.9	28.3

For Footnotes, See Page 2

Hypothetical Military and Industrial Demobilization, in Relation to Pre-war Employment, by States - Continued

State	Demobilized persons (in thousands)		Demobilized persons as percent of 1940 total employment 1/
	Manufacturing employees	Total (including armed forces)	
Louisiana	60.8	228.0	29.6
Florida	58.0	190.0	27.8
Georgia	57.0	277.0	25.0
Tennessee	56.6	259.0	27.5
Kansas	56.4	162.0	27.7
Minnesota	52.9	228.9	24.6
Rhode Island	52.5	96.5	36.5
Kentucky	51.1	235.9	27.8
Oklahoma	43.8	184.6	28.0
Iowa	36.7	186.3	21.6
Maine	36.5	89.3	32.0
Nebraska	26.8	106.0	24.5
West Virginia	23.9	155.9	30.0
North Carolina	23.5	278.7	23.1
Colorado	22.8	93.2	26.7
Delaware	21.3	38.9	37.9
South Carolina	20.7	161.5	24.4
Arkansas	19.4	151.4	25.9
New Hampshire	18.7	45.1	25.6
District of Columbia	16.4	78.0	25.3
Mississippi	15.7	156.5	21.5
Arizona	13.2	48.4	32.2
Vermont	10.2	27.8	22.2
Nevada	8.2	17.0	41.0
Utah	3.0	38.2	25.7
Montana	1.8	37.0	19.9
Idaho	.8	36.0	22.7
North Dakota	(2)	44.0	22.0
New Mexico	(2)	35.2	25.1
South Dakota	(2)	35.2	17.2
Wyoming	(2)	17.6	20.3

1/ Data by State for 1944 not available.
2/ Less than 100 persons.

Prepared for Conference folder

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

No complete data by State for later date
4 few States have estimates

Number and Percent of Women 14 Years Old and Over in the Labor Force in 1940 by State

Source: U. S. Bureau of the Census

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

December 6, 1944

SOME BASIC STATISTICS

Census - March 1940

Total number of women in labor force		13,010,000
Employed (including women on emergency work)	11,240,000	
Unemployed (seeking work)	1,770,000	
Percent women formed of labor force		24.5

December 1941 - Before Pearl Harbor

Total number of women in labor force		13,770,000
Number employed	12,850,000	
Unemployed (seeking work)	920,000	
Percent women formed of labor force		25.7

March 1944

Total number of women in labor force		16,880,000
Number employed	16,480,000	
Unemployed	400,000	
Percent women formed of labor force		32.9
Number of same women in labor force both in December 1941 and March 1944		10,230,000

From March 1940 to March 1944 - Large increase of women workers

Increase in number of women employed in civilian labor force	5,240,000
Decrease in number of unemployed women (Probably most of these found jobs because of the war)	1,370,000

All-Time Peak in Women's Employment - July 1944

Number in the civilian labor force		19,110,000
Employed	18,590,000.	
(Includes seasonal workers such as additional women in agriculture)		
Unemployed.....	520,000	

Number of women in civilian labor force - October 1944.....		18,460,000
Employed.....	18,140,000	
Unemployed.....	320,000	

Estimated number of women in the labor force in the immediate postwar period 15,000,000

Types who will withdraw from the labor market

1. Young girls who will go back to school, it is hoped.
2. Some older women at retirement or past retirement age.
3. Some of the 3,710,000 housewives who joined the labor force, but not all, took jobs just for the duration.
4. War casualties increase women workers' wage earning responsibilities. (After the war many married as well as single women must earn their own living, and in many cases also support dependents)

Estimated number of women in the labor force by 1950 (according to John D. Durand of the Bureau of the Census)

Over 16,000,000 -- or 3,000,000 more than in 1940 as a conservative estimate. This, he says, includes 2½ million growth that would have been expected under normal peace conditions, leaving only ½ million as the additional number due to war. His less conservative estimate is 1 million additional due to war.

Statistics on women workers by marital status

	March 1940	March 1944	Increase
Number of single.....	5,340,000	7,030,000	1,700,000
Number of married.....	4,170,000 1/	7,310,000	3,140,000
Number of widowed.....	1,632,000	2,140,000	510,000

Statistics on women workers by age

	Under 20	20-24	25-34	35-44	45 and over
March 1940	1,377,000	2,660,000	3,560,000	2,465,000	2,782,000
March 1944	2,200,000	3,180,000	3,890,000	3,640,000	3,970,000
Increase	823,000	520,000	330,000	1,175,000	1,188,000

1/ Of these 3,550,000 had husbands present in home.

Miss Miller

U. S. Department of Labor
Children's Bureau

October 10, 1944

For use at meeting of representatives of Federal agencies on planning for educational and employment opportunities for young persons.

EMPLOYMENT OUTLOOK IN THE TRANSITIONAL AND POST-WAR PERIOD
(Information from the Bureau of Labor Statistics)

On the basis of available data prepared by various agencies concerned with post-war economic planning, a picture of the employment problem in the post-war period may be envisaged. In April 1940 there were about 54 million people in our labor force, 8 million of them unemployed and less than one-half million in the armed forces. In April 1944 the total labor force was 63 million, over 51 million of whom were in civilian employment, one million were unemployed, and about 11 million were in the armed forces. This wartime labor force was some 6 to 7 million higher than the so-called "normal" labor force--the number that we would have expected (on the basis of population growth and social trends) to find at work or seeking work in 1944 if there had been no war.

If we were to assume that all of these wartime workers would leave the labor force within a short time after the war (actually it is likely that large numbers will wish to remain) we would have a "normal" labor force of 58½ million in November 1947. If the further assumption is made that 2½ million are retained in the armed forces, we would have a civilian labor force of 56 million. How many of these would be employed cannot now be estimated. The number employed in civilian jobs in November 1940 was 46½ million; the number in November 1941--just before Pearl Harbor--was about 50½ million. If we have no more civilian jobs in 1947 than we had in 1941 after more than a year of the national defense program, some 5 to 6 million would be unemployed under the stated assumptions.

In a recent speech on the outlook for employment in the post-war period, A. F. Hinrichs, Acting Commissioner of Labor Statistics, made the following statements: 1/

"The transition to a peacetime economy will be made in two stages. There will be no significant reconversion before Germany is defeated. In total, munitions employment will decline from something like 9½ million to about 9 million by the end of this year, if the war with Germany is still in progress. The situation today is one of specific and limited labor shortages, especially for able-bodied males for heavy and sometimes relatively low-wage work. The decline of employment that has occurred to date reflects cutbacks and increased productivity. On the whole, you should expect to continue to hear somewhat conflicting stories: stories of acute shortage of manpower from those who are

- -

1/ Outlook for Employment. Speech delivered by A. F. Hinrichs, Acting Commissioner of Labor Statistics, before the Postwar Conference of the National Retail Dry Goods Association held at Absecon, New Jersey, August 9, 1944.

faced with the necessity of breaking bottlenecks of production; stories of displacement from workers who have been subjected to displacement on short notice; a more balanced story from those who know that there is no over-all manpower problem but is an increasingly difficult problem of bottlenecks--a problem that is made more difficult as workers interpret local and often poorly planned cutbacks to mean that the war is over.

"But when the war with Germany is over, employment will be reduced sharply. Precise estimates cannot be made yet. Reductions of at least 30 percent and possibly as much as 45 percent in munitions production have been indicated. This means that 3 to 4 million people will come out of the munitions industries--more than half of them in the first three months and most of them within 6 months of the end of hostilities with Germany. In addition, 300,000 to 500,000 would be likely to come out of war-time government employment.

"A high proportion of those laid off will be relative newcomers to the labor force. But we shall indeed be fortunate if the excess workers in the labor force are reduced from 6½ million at the end of 1944 to 4½ million by the summer of 1945. In its effect on the labor market this decrease will be balanced by the demobilization of almost an equal number of veterans.

"Thus at the end of 6 months we shall have about the same number in the civilian labor force as at the end of hostilities with Germany. The war economy will offer 3 million less jobs.

"How many of these people will find employment? At this time I prefer not to offer my guess, but to tell you where they may go. They will not go into mining, transportation or public utilities after the end of the war with Germany. Actually employment in these industries is more likely to contract. There should certainly be expansion in construction, trade, in domestic service and in self-employment. But unless there is a much larger expansion of employment than appears probable in local government employment, the service trades and financial institutions, and manufacturing for civilian account, there will be increasing unemployment throughout the year that the war with Japan may be estimated to last. It will rise most rapidly in the first six months. In the last six months the expansion of durable goods manufacture and withdrawals from the labor force may just about balance the discharges from the Armed Forces."

ID-525

Miss Miller

A PLAN FOR CONDUCT OF CONFERENCE

1. An agenda to send to the representatives invited has been worked out.

2. A plan for a small special committee at the end of the first day to bring together a statement of policies agreed to
(for use on the morning of the second day)
Arrange for clerical help to stay for this meeting

3. To give conference in the morning

   a. The statement of policy developed by the committee
   b. An outline of the methods of translating the policies into action

Miss Pidgeon suggests that these points be considered under some arrangement similar To a "no objection rule so that time will not be taken to discuss items upon which there is agreement

4. Appointment of follow-up committees to present conference and further program.

Cunningham, Mrs. Minnie Fisher , Natl. Farmers Union

Graduate, University of Texas

Occupation: Farming

Politics: Democrat

Faculty & Editor for Agriculture Extension Service of A and M College, Texas; Head of work with women's organizations in Information Division U. S. Agriculture Adjustment Agency

Member: Natl. League of Women Voters (V.P. 1924); A.A.U.W.; B.&P.W.; General Federation of Women's Clubs (chairman urban rural committee since 1938) Responsible for success of Conference of Farm, Labor and Business women to discuss problems affecting American Home; Texas Military Welfare Commission selected by women of Texas to have name placed on bronze table in Washington for "distinguished service in citizenship"

Bethune, Mary McLeod, Pres. National Council of Negro Women Inc.

Attended Moody Bible Institute, Chicago

Honorary degrees - A.B., A.M., L.L.D., D.Sc.

Present occupation: Founder & President, Bethune-Cookman Col. Director, National Youth Administration, Div. of Negro Affairs.

Member: Natl. Republican Com. Women's Div., Bd. of Counselors Urban League; Natl. Racial League (commn. V.P.); Assn. of Teachers in Colored Schools (Past V.P.); International Council of Women; Assn. for Study of Negro Life and History (Pres.); Francis A. Drexel Award and Spingarn Medal for distinguished service to colored race.

Mrs. Dora S. Lewis, President American Home Economics Association

Head, Home Economics Department, New York University:

One time in Home Economics, Division of U.S. Office of Education

Formerly State Supervisor of Home Economics, State of Washington

Served as Dean of Women at Cheney State Teachers College, Wash.

Active in directing curriculum studies in Home Economics at the secondary level

Interested in National Retail Consumer's Council

(Chairman Committee on informative advertizing.)

McHale, Miss Kathryn A.A.U.W.

B.S., A.M., Ph.D. Columbia University

Occupation: Director General A.A.U.W.

Non-resident professor - Goucher College

Board of Trustees, Purdue University; Prof. of Education, summer sessions Columbia U., and Minnesota U.

Member: American council of Education (ex com); U. S. Office of Education (advisory com); National Council of Parent Education (bd. of dirs. and bd. of govs.); Southern Women's Educational Alliance (bd. of dirs.); Natl. Soc. for Scientific Study of Education; Natl. Soc. for College Teachers of Education; American Psychology Association

Author: Studies, brochures, pamphlets and articles on psychology and educational subjects.

Colvin, Mrs. D. Leigh , Pres. W. C. T. U.

A.B., Wheaton College (Illinois)

Graduate work, Columbia University

Occupation: Author, Editor of W.C.T.U. Work.

Member: National Intercollegiate Prohibition Assn.

Prohibition Trust Fund Association

N. Y. State Federation of Women's Clubs

(chairman law observance com. 1920 - 24)

Miss Miller Sept. 14, 1944

Mary Elizabeth Pidgeon

Initial Group Suggested for Discussion of Demobilization Problems Affecting Women Employed in Government Establishments

War Department -

* Mrs. Warwick Hobart, Advisor on the Employment of Women, Civilian Personnel Branch, Office of the Secretary of War

Miss Carolyn McGowan, Chief, Employee Adjustment Section, Civilian Personnel Branch, Office of the Secretary of War

Dr. Millicent Pond, Chief, Planning and Replacement Sub-Section Evaluation and Placement Section, Industrial Personnel Division, Headquarters, Army Service Forces

Miss Ruth Kellogg, Employee Relations Section, Industrial Personnel Division, Army Service Forces Headquarters

Navy Department -

Mrs. Marjorie B. Henderson, Head, Recruitment Sub-Section, Departmental Service, Navy Dept.

* Dr. Esther B. Strong, Co-ordinator of Employee Counselors

U. S. Civil Service Commission -

* Miss Elizabeth Cosgrove, Staff Assistant, Personnel Utilization Section

War Manpower Commission

~~Miss Helen Ringe, Chief, Employment Services, Division, Bureau of Placement~~ No longer here

Miss Margaret Hickey, Chairman, Women's Advisory Committee

Rhea Radin ?

Community War Services

Miss Harriet Rosado, Region II Acting Asst. Director

Copy for Mrs Sater —

MEMORANDUM September 30, 1944

To: Miss Nienburg
Miss Pidgeon
Miss Robinson

I am asking Mrs. Sater to work not only on the lists for the conference with women's organisations but to consult with you in preliminary fashion about the agenda.

What I have asked her to do is to get together with the three of you at your mutual convenience, to consider what ought to go into the agenda and to raise all questions and possibilities that occur to you so that she can organize them for me without waiting for me to find time for this full preliminary discussion with you all.

Of course after I have had a chance to go over this material I shall look forward to subsequent discussion with the four of you on the basis of what Mrs. Sater reports.

FM:IS

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller

DATE: October 4, 1944

FROM : Helen B. Sater

SUBJECT:

Miss La Dame, Miss McConnell and Miss Laura Thompson have all been away from Washington this week so I have been unable to see them re suggestions for the list for the November Conference. I did however see Miss Johnson, Miss McConnell's associate and at her suggestion, talked with Miss Rockwood. The persons they suggested were already on the list.

Letters have been sent over your signature to Mr. Alvin Dodd, American Management Association and Dr. Marion R. Trabue, President of National Guidance Association asking for suggestions.

Miss Dorthea DeSchweinitz is out of town until Thursday and cannot be reached until then for suggestions of people from mangement.

REPRESENTATIVES OF MANAGEMENT AND SPECIAL GROUPS

Society for the Advancement of Management

Miss Mary VanKleeck, Chairman Women's Division
Dr. Theresa Wolfson
Dr. Elizabeth Baker

American Management Association

Other Management Groups or Representatives

Mrs. Eleanor M. Herrick
Director of Personnel and Labor Relations
Todd Shipyards Corporation
1 Broadway
New York City

Miss Bess Bloodworth
Vice-President in Charge of Personnel
Namn Store
452 Fullon Street
Brooklyn, New York

American Association for Applied Psychology

Dr. Marion Bills
(section on industrial psychology)
Aetna Life Insurance Company
Hartford, Connecticut

National Vocational Guidance Association

Mrs. Marguerite W. Zapoleon
Chairman, Occupational Research Division

Representatives of other Government Departments, Offices, Divisions or Bureaus as resources

Children's Bureau
Division of Standards
War Manpower Commission
Community War Service
War Production Board

Additional Representatives of Management:

Annabelle Lamburth Personnel Director for Women Wagner Electric Co. St. Louis, Mo.	President of Industrial Personnel of Women. President of Altrusa Club. U.E.R.M.W.A. union in plant. Labor Relations Policy good
Miss Gertrude Steener Personnel Director for Women Quaker Oats Co. Cedar Rapids, Iowa	C.I.O. Cereal Workers Union. There are 4 women on the Labor-Management Committee here. Good labor Relations
Miss Ruth Stone Hawthorne Works Western Electric Co.	
Sara Southall	

Suggested Additional Names for Conference:

Minnie L. Maffette, M.D. 706 Medical Arts Bldg., Dallas Texas	Former B. & P. National President
Judge Sarah Tilghman Hughes (Mrs.) 3816 Normandy Dallas, Texas	District Judge Ardly Equal Rights Texas State Leg. (Dem.). Knows working women of South West. Goucher College G.W.U. Achievement Award AAU.W., U.W.C.A. Civic Fed. B & P.W. American Bar Association. Zonta
Mrs. Lucille Mulhall Tulsa, Oklahoma	Former General Secretary Y.W.C.A. Tulsa. Exceptionally liberal and active in Civic Affairs.

Vocational Counselling and Guidance

National Vocational Guidance Assn., Inc.
Exec. Secty. Christine Melcher,
Headquarters Office,
525 West 120th St,
New York 27, N. Y.
President, M. R. Trabue, Dean,
School of Education,
The Pennsylvania State College,
State College, Pa.
Second Vice-Pres. Carroll L. Shartle,
Chief, Occupational Analysis Section,
U S E S
Chairman, Occupational Research Section:
Marguerite W. Zapoleon

American Vocational Asso, Inc.
1010 Vermont Ave, Wash, D. C.
L. H. Dennis, Exec. Secty.

Council of Guidance and Personnel Associations
Alumni House, Columbia Univ. New York
Robert F. Moore, Secty-Treas.

Jewish Occupational Council
1819 Broadway, N. Y.
Morris R. Cohen, Ph. D., Chairman,
Board of Directors

Science Research Associates
1700 Prairie Ave, Chicago,
Lyle M. Spencer, Director,

2d day's opening remarks.

I know that you discussed yesterday the reconversion problems as they affect women and that you are well aware of the size and complexity of these problems.

From my point of view it is very important to have the support of the women's agencies for that part of the Department's machinery which carries a positive, constructive, promotional program to fit them into a good total program of labor standards for the country.

You have had presented from our specialist agency whose business it is to know this, what is women's part. This is the whole - we want your help to bolster this part which is a necessary cog in making the whole work.

(She could enumerate those things we stand for in a general way, social security, a high level of employment, proper provisions for social security, for people who have jobs and then are out of jobs, and other handicaps, good working conditions and the rest of it) This is your specialized contribution to make a good overall.

II - INITIAL STATEMENTS

A - Brief Statement as to Women's Bureau Planning for the Reconversion Period

1. What plans the Women's Bureau has set in motion
2. What progress has been made in these
3. What additional work is under way
4. What other needs are seen either as immediate or longer-time objectives.
5. Certain materials the Women's Bureau has immediately available and some ways in which these could be used.

B - General Outline as to Types of Problems Likely to be Met (For example:)

Lay offs and their effects

Seniority provisions for women workers

Equipment of employment service for placement of women

Administrative provisions determining women's receipt of Unemployment Insurance benefits claimed

Restoration of legal standards

Wage standards in a contracting employment market

Others

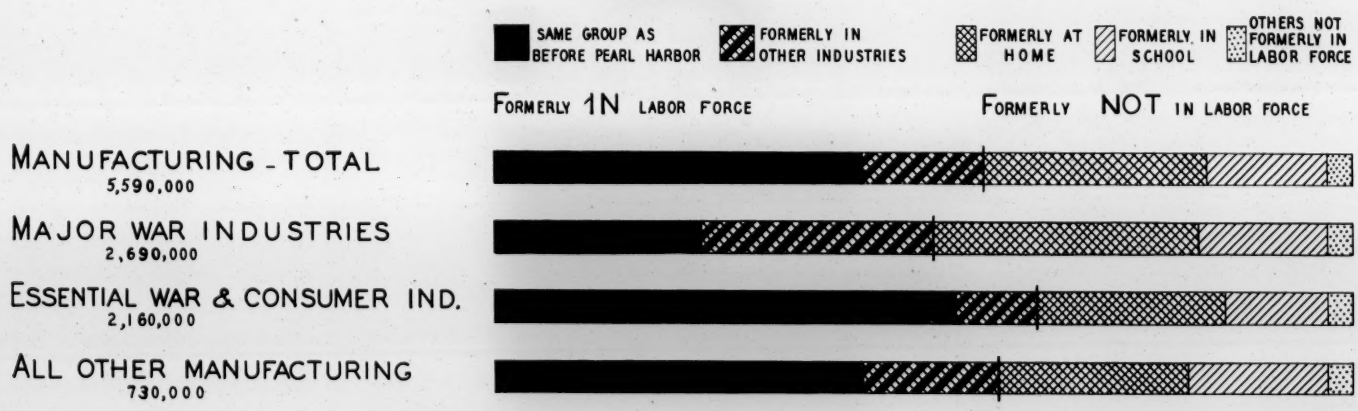
WOMEN'S BUREAU

WOMEN WORKERS, BY INDUSTRY, 1944
BY FORMER ACTIVITY



1/ TOTAL EXCEEDS DETAILS; "OTHER" AND "NOT ASCERTAINABLE" NOT SHOWN.

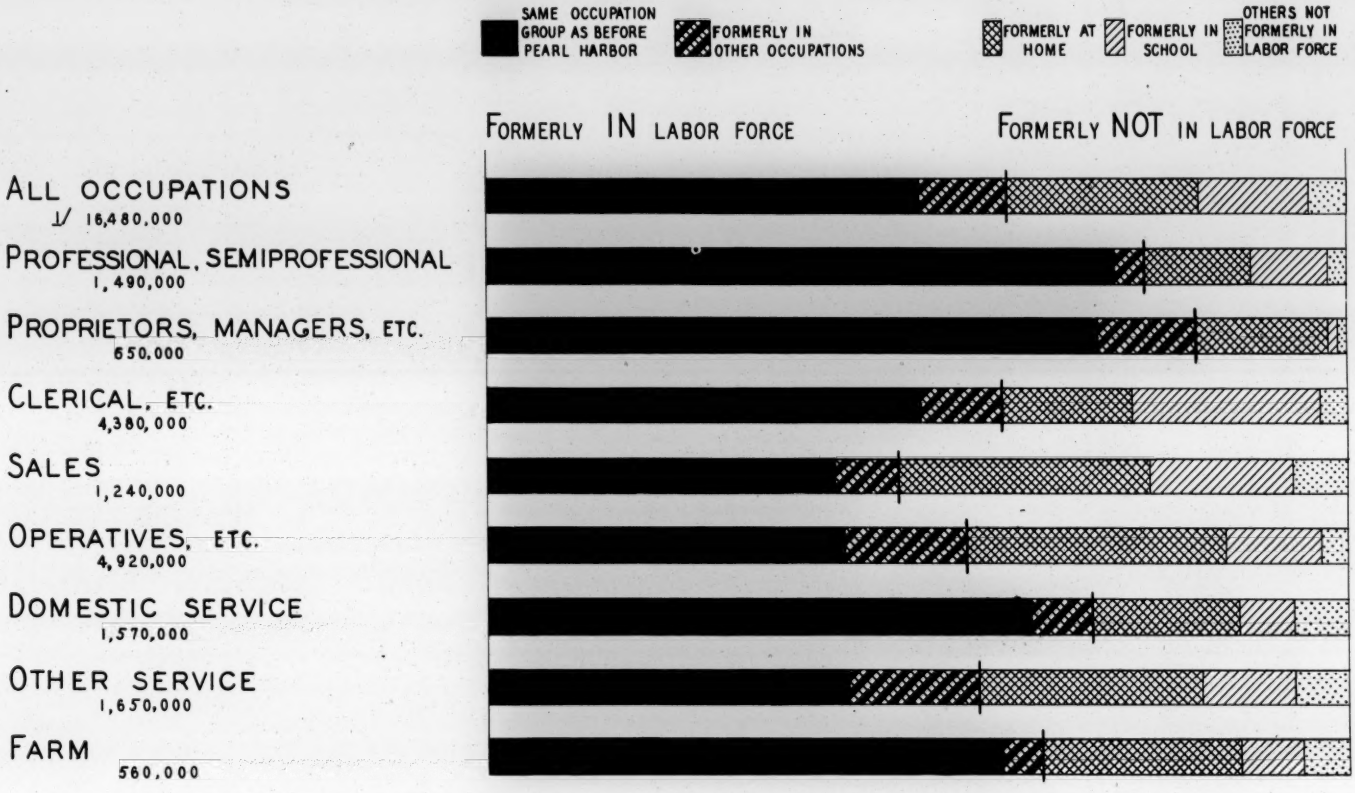
FORMER ACTIVITY OF WOMEN IN MANUFACTURING
1944



U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 614830

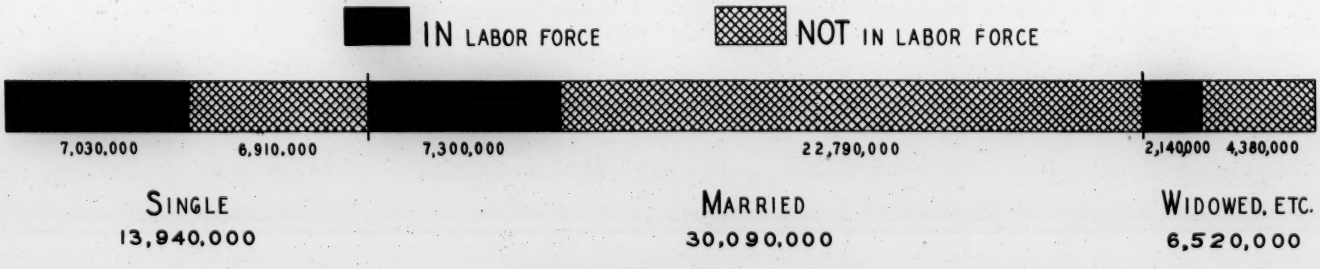
WOMEN'S BUREAU

OCCUPATIONS OF WOMEN WORKERS, 1944
BY FORMER ACTIVITY



1/ TOTAL EXCEEDS DETAILS, AS A FEW ARE NOT CLASSIFIABLE.

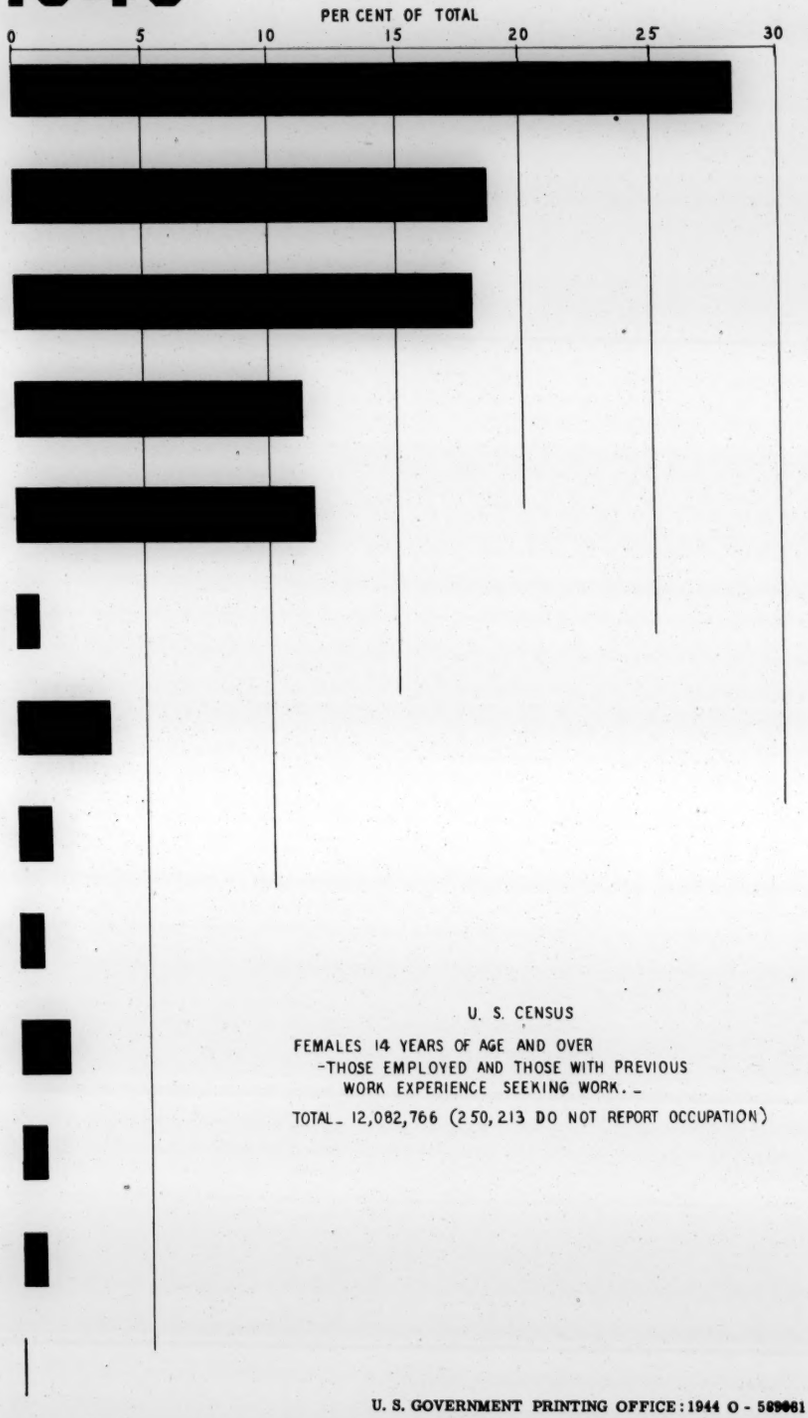
MARITAL STATUS OF WOMEN, 1944
IN POPULATION AND EMPLOYMENT



U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 614630

WOMEN'S BUREAU

OCCUPATIONS OF WOMEN
1940



CLERICAL, SALES, AND KINDRED WORKERS
3,383,623

OPERATIVES AND KINDRED WORKERS
2,241,476

DOMESTIC SERVICE WORKERS
2,165,478

SERVICE WORKERS (EXCEPT DOMESTIC AND PROTECTIVE)
1,364,238

PROFESSIONAL WORKERS
1,414,039

SEMIPROFESSIONAL WORKERS
105,607

PROPRIETORS, MANAGERS, AND OFFICIALS (EXCEPT FARM)
430,075

FARMERS AND FARM MANAGERS
152,532

FARM LABORERS (WAGE WORKERS) AND FOREMEN
114,882

FARM LABORERS (UNPAID FAMILY WORKERS)
225,853

LABORERS (EXCEPT FARM AND MINE)
116,013

CRAFTSMEN, FOREMEN, AND KINDRED WORKERS
114,202

PROTECTIVE SERVICE WORKERS
4,535

U. S. CENSUS

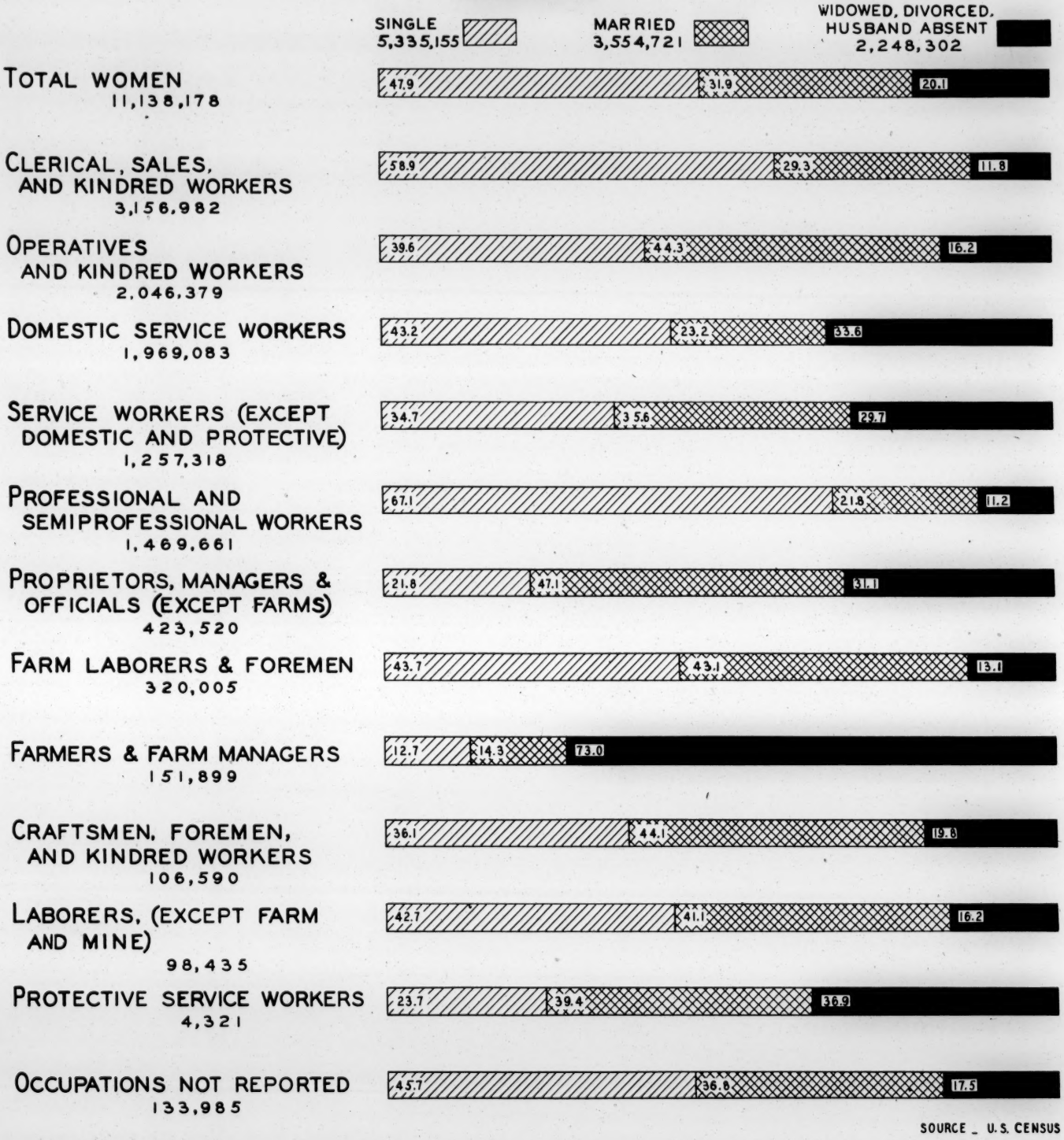
FEMALES 14 YEARS OF AGE AND OVER
-THOSE EMPLOYED AND THOSE WITH PREVIOUS WORK EXPERIENCE SEEKING WORK.-

TOTAL- 12,082,766 (250,213 DO NOT REPORT OCCUPATION)

U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 589061

WOMEN'S BUREAU

MARITAL STATUS OF EMPLOYED WOMEN 1940



SOURCE _ U. S. CENSUS

While the Women's Bureau is aware that there are many economic pressures that have been raised during the war to abolish legal restrictions on night work for women, it nevertheless believes that considerations of health and opportunity for normal social living make it desirable, ~~in so far as possible~~, to eliminate night work.

The Women's Bureau recognizes that increased economic pressures, combined with technological improvements, currently militate against continuation of existing legal restrictions on night work for women; nevertheless, the Bureau believes that considerations of health and adequate leisure-time continue to make night work an undesirable social and industrial practice, and it therefore recommends that night work be reduced to a minimum.

1. Miss Frieda Miller, Director
Women's Bureau

Women's Christian Temprance Union
Miss Elizabeth A. Smart

National Association of Colored Women
Miss Mannie Burroughs

2. American Association of University Women
Miss Kathryn McHale, General Director

3. American Federation of Labor
Miss Agnes Nestor

4. American Federation of Labor
Miss Florence Thorne

5. American Federation of Women's Auxiliaries of Labor
Mrs. Herman H. Lowe, President

6. American Home Economics Association
Mrs. Dora S. Lewis, President

7. American Women's Voluntary Services
Miss Anita Phipps

8. Congress of Industrial Organizations
Mrs. Dorothy Bellanca

9. Congress of Industrial Organizations
Mrs. Katherine Pollak Ellickson

10. Congress of Industrial Organizations Auxiliaries
Mrs. Faye Stephenson, President

11. Miss Elizabeth Cosgrove, Staff Assistant
Personnel Utilization Section
U. S. Civli Service Commission

12. General Federation of Women's Clubs
Mrs. LaFell Dickinson, President

13. Mrs Warwick Hobart, Advisor, Employment of Women
Civilian Personnel Branch
Office of Secretary of War

14. Home Mission Council of North America
Miss Edith Lowry, Executive Secretary

15. Institute of Women's Professional Relations
Mrs. Chase Going Woodhouse, Director

16. Mrs. Loretta Moushey
Assistant Director of Industrial Relations
Monsanto Chemical Company

17. National Catholic Welfare Conference
Miss Linna Brisette

18. National Consumers League
Miss Elizabeth Magee, General Secretary

19. National Council of Catholic Women
Miss Ruth Craven, Executive Secretary

20. National Farmers Union
Mrs. Minnie Fisher Cunningham

21. National Council of Jewish Women
Mrs. Olga Margolin, Washington Representative

22. National Federation of Business & Professional Women's Clubs
Miss Margaret A. Hickey, President

23. The National Council of Negro Women Incorporated
Mrs. Mary McLeod Bethune, President

24. National League of Women Voters
Miss Anna Lord Strauss, President

25. National Vocational Guidance Association
Miss Leona Buchwald, Chairman
Committee on Professional Training

26. National Women's Trade Union League
Miss Elizabeth Christman
Secretary- Treasurer

27. Miss Eleanor Park
Industrial Relations Dept.
Union Carbide Company

28. United Council of Church Women
Mrs. Anna A. Hedgeman

29. Young Women's Christian Association of the United States of America
Mrs. J. Birdsall Calkins, President

Serial No. R. 1681

[From the MONTHLY LABOR REVIEW (August 1944) of the Bureau of Labor Statistics, United States Department of Labor]

Sources of Wartime Labor Supply in the United States

Summary

SINCE the beginning of the National Defense Program in mid-1940, the number of persons employed in civilian jobs or in the armed forces has increased by more than 16 million. About 7 million of the wartime gain in civilian employment and military strength was accomplished through the employment of persons who were unemployed in 1940 and the remaining 9 million was made possible by increases in the size of the total labor force. On the basis of pre-war trends the labor force would have been expected to increase by only about 2½ million between 1940 and 1944. The gain of 6½ million above this expected or "normal" increase represents persons who, in ordinary times, would be students, housewives, retired workers, or others not working or seeking work in paid employment.

Youths of school and college age have been the largest single source of additional wartime labor supply, accounting for more than 3 million or approximately half of the extra workers in the labor force. Although many of these are working only part time while continuing to attend school, civilian attendance at schools and colleges is about 2,000,000 below the level expected on the basis of pre-war trends, and there is a serious educational deficit among persons now in their teens and early twenties.

A second major pool of wartime labor has been supplied by women over the age of 35 who have increased their labor-market participation by about 1½ million in excess of peacetime expectations. The extra workers in this group were recruited mainly from among married women who have no children or whose children are past the age where they require full-time care on the part of the mother. The number of workers among women between the ages of 20 and 35, on the other hand, has exceeded peacetime expectations by a relatively small margin. Not only has recruitment of young women been limited by their responsibility for the care of young children, but also many young women have dropped out of the labor market as the result of the dependency features of Selective Service regulations and wartime increases in marriage and birth rates. If it were not for an abnormally high proportion of workers among young women whose husbands are in the armed forces, the number of women between 20 and 35 in the wartime labor force would probably be somewhat below the level expected on the basis of pre-war trends.

Adult men have contributed approximately 1½ million extra workers to the wartime labor supply and these are about equally divided between men from the "fringes" of the labor market and men who, in normal times, would be retired. Those from the "fringes" of the market are men who ordinarily seek work only occasionally or intermittently and men of doubtful employability who had given up the search for a job after failing to measure up to the relatively rigid requirements of the pre-war labor market. The older men in the wartime labor market also include a considerable number who have continued working beyond the age when they ordinarily would have

[1] Prepared in the Bureau's Occupational Outlook Division by Leonard Eskin.

retired. Although pre-war trends toward earlier retirement would normally have led to a decline in the rate of labor-market participation among older men between 1940 and 1944, there was actually a considerable increase during this period.

Trends in the Labor Force Since 1940

In the spring of 1940, just prior to the beginning of the National Defense Program, there were close to 54 million persons in the American labor force, including 45½ million employed in civilian jobs, ½ million in the armed forces, and almost 8 million unemployed.[2] Outside the labor force, there were in the noninstitutional population 14 years of age and over approximately 46½ million persons (9½ million men and 37 million women), including 30 million homemakers, 9½ million students, 5 million persons unable to work, and 2 million in other nonworking categories. The changes in the labor force from the predefense period to the current period of full-scale war activity may be summarized conveniently by analysis of the four 12-month intervals beginning with April 1940 when the Decennial Census was taken [3] and the current Monthly Report on the Labor Force was initiated.[4]

APRIL 1940–APRIL 1941

The first period, from April 1940 to April 1941, was marked by the beginning and initial expansion of the National Defense Program and the passage of the Selective Service Act. Aggregate civilian employment and military strength rose by 2¾ million (table 1) as unemployment was reduced by 2 million and the labor force increased by three-fourths of a million. Although this increase in the size of the total labor force was approximately in line with normal expectations, there were significant deviations from the "normal" trend among both men and women (chart 1).

The number of men in the labor force increased by almost a million or about 600,000 in excess of normal expectations. Most of the abnormal increase occurred among young men under 25, indicating a tendency to leave school earlier as jobs became more plentiful. In addition, the gain of a million in the net strength of the armed forces during this period no doubt involved the recruitment of some young men who, otherwise, would have remained in school.

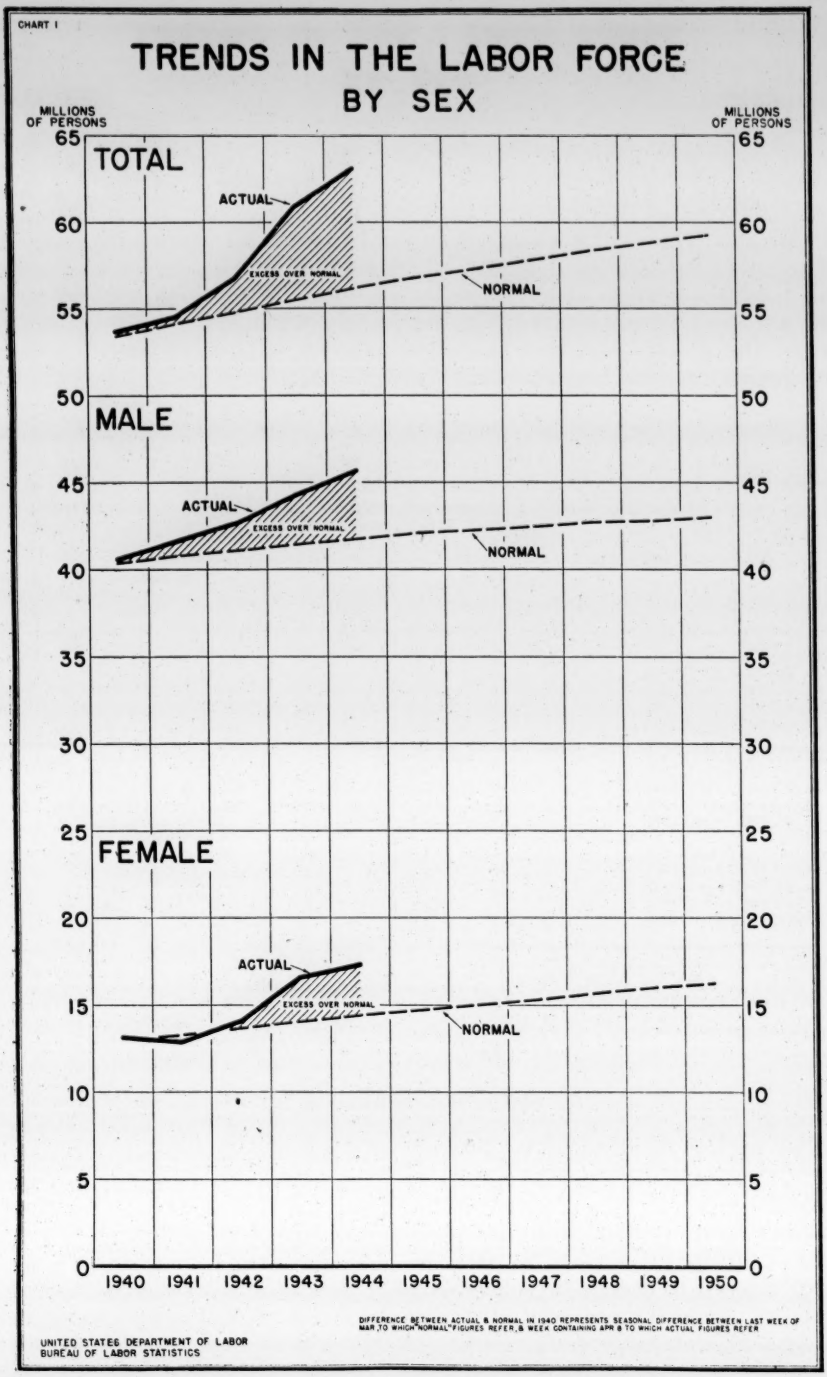
Among women there was actually a decline of 200,000 in labor-force participation between April 1940 and April 1941, whereas an increase of more than 300,000 would have been expected normally. A major reason for the withdrawal of women from the labor market during this period was the rise in marriage and birth rates accompanying improved economic conditions. In addition, gains in family income probably accounted for some withdrawals from the labor market among women who had sought or obtained jobs in order to increase the family income during the depression.

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[2] Unemployment in April 1940 was estimated at 7.8 million persons of whom approximately 2.9 million were on public emergency work (WPA, etc.) and 4.9 million were seeking work.

[3] The labor-force data in the Decennial Census actually referred to the last week in March 1940. Subsequent to that date, however, the Census Bureau's Monthly Report on the Labor Force referred to the week containing the 8th of each month rather than to the last week in the month. For purposes of comparability, therefore, the analysis will be based on the figures for April of 1940 and April of each subsequent year.

[4] The Monthly Report on the Labor Force, which is taken on a sample basis each month, was initiated by the Work Projects Administration and taken over in 1942 by the Bureau of the Census. Recent revisions in both the Decennial Census data and the Monthly Report data have made the two comparable as far as possible. (See Census Bureau releases P–44, No. 6, and MRLF No. 22.)


CHART I
TRENDS IN THE LABOR FORCE
BY SEX
MILLIONS OF PERSONS
MILLIONS OF PERSONS
TOTAL
ACTUAL
EXCESS OVER NORMAL
NORMAL
MALE
ACTUAL
EXCESS OVER NORMAL
NORMAL
FEMALE
ACTUAL
EXCESS OVER NORMAL
NORMAL
65
60
55
50
45
40
35
30
25
20
15
10
5
0
1940 1941 1942 1943 1944 1945 1946 1947 1948 1949 1950
DIFFERENCE BETWEEN ACTUAL & NORMAL IN 1940 REPRESENTS SEASONAL DIFFERENCE BETWEEN LAST WEEK OF MAR. TO WHICH "NORMAL" FIGURES REFER, & WEEK CONTAINING APR 8 TO WHICH ACTUAL FIGURES REFER
UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

Another factor contributing to the decline in the female labor force during the first year of the Defense Program was the introduction and passage of the Selective Service Act. The extent to which the act directly caused women to leave their jobs in order to be considered dependent on their husbands is, of course, a matter of conjecture. Insofar as the act operated to increase marriage and birth rates, however, it no doubt exerted an indirect influence in causing some women to leave the labor force. There is a striking relationship between the timing of the introduction and passage of the Selective Service Act and the timing of movements in marriage and birth rates. Marriages (seasonally adjusted annual rate) rose from 9.6 per 1,000 of population in May 1940 to 14.1 in June when the Selective Service bill was introduced in Congress. The rate dropped to 12.0 in July, but surged to a peak of 14.7 in September when the measure became law. Birth rates followed the same pattern, with a lag of 10 months, the peaks coming in April and July of 1941.[5]

TABLE 1.—*Sources of Increase in Civilian Employment and Armed Forces, April 1940–April 1944* [1]

Period and sex	Increase in civilian employment and armed forces (in thousands)			Sources of increase (in thousands)	
	Total	Civilian employment	Armed forces	Decrease in unemployment	Increase in the labor force
Total, 4-year period	16,170	[2] 5,580	10,590	7,030	[2] 9,140
April 1940–April 1941	2,750	1,770	980	1,990	760
April 1941–April 1942	5,390	3,830	1,560	3,070	2,320
April 1942–April 1943	5,910	480	5,430	1,790	4,120
April 1943–April 1944	2,120	[2]−500	2,620	180	[2] 1,940
Males, 4-year period	10,390	[2]−10	10,400	5,530	[2] 4,860
April 1940–April 1941	2,650	1,670	980	1,660	990
April 1941–April 1942	3,450	1,900	1,550	2,420	1,030
April 1942–April 1943	3,000	−2,350	5,350	1,370	1,630
April 1943–April 1944	1,290	[2]−1,230	2,520	80	[2] 1,210
Females, 4-year period	5,780	5,590	190	1,500	4,280
April 1940–April 1941	100	100		330	−230
April 1941–April 1942	1,940	1,930	10	650	1,290
April 1942–April 1943	2,910	2,830	80	420	2,490
April 1943–April 1944	830	730	100	100	730

[1] Sources: (1) Civilian employment—Bureau of the Census, Monthly Report on the Labor Force; (2) Armed forces—Bureau of Labor Statistics and War Manpower Commission.

[2] Net change computed on the basis of April 1944 totals adjusted to exclude an estimated 200,000 persons on temporary jobs who were included in the Census enumeration for April 1944 because the Census week coincided with Easter week. Adjustments were made on the basis of interpolations between March and May and experience in previous years.

APRIL 1941–APRIL 1942

The period from April 1941 to April 1942 saw the rapid expansion of the National Defense Program and the transition to an actual war program after the Japanese attack on Pearl Harbor in December 1941. A sharp employment increase in defense and war activities—munitions manufacturing, transportation, the Federal Government—was accompanied by gains in the consumer goods and service industries, in which employment was stimulated to record peaks by the rising volume of consumer purchasing power. Total civilian employment

[5] American Journal of Sociology, November 1942: The Impact of the War on Population and Vital Phenomena, by Philip M. Hauser. Marriage rates quoted are based on 16 States for which monthly data are available.

rose by almost 4 million—the largest 12-month increase ever recorded in the United States—and at the same time some 1½ million men were added to the armed forces. Reductions in unemployment accounted for 3.1 million of the total gain of 5.4 million in civilian employment and military strength, while increases in the labor force contributed 2.3 million.

During 1941 the female labor force recouped the losses sustained in 1940 and the male labor force continued to increase at a rate somewhat in excess of "normal." At the time of the attack on Pearl Harbor the number of women in the labor force was approximately in line with normal expectations and the number of men was about a million over "normal." By April 1942 the female labor force exceeded the normal level by almost half a million and the number of extra workers in the male labor force had grown to 1½ million.

Among the women there were approximately 700,000 extra workers, divided equally between girls under 20 years of age and women over 35. This was partially offset, however, by a deficit in the 20–34 group which was still 200,000 below "normal," as a result of the withdrawals during 1940 and a continued upward movement in marriage and birth rates.

Approximately 600,000 of the 1.5 million extra males in the April 1942 labor force were under 20 years of age, 200,000 were between 20 and 25, and the remaining 700,000 were spread fairly evenly throughout the age range over 25.

APRIL 1942–APRIL 1943

The mobilization of manpower for the war effort proceeded at top speed during the interval from April 1942 to April 1943 and a large part of the total mobilization to date was concentrated within that period. Approximately 5½ million persons were added to the armed forces alone. Although the net increase in total civilian employment was only half a million, there was an extensive "reshuffling" of workers within the civilian economy. The munitions industries and Government war agencies experienced their most rapid expansion during this period—an expansion which was supplied largely through shifting of workers from employment in other fields, particularly construction, agriculture, trade, and service.

The unemployed had supplied 5 million of the 8 million increase in aggregate civilian employment and military strength during the 2 years ending April 1942. Thereafter, new recruits to the labor force became the main source of labor supply, accounting for more than 4 million out of the 6 million increase that occurred between April 1942 and April 1943. The remainder of the gain in civilian employment and military strength was supplied through a reduction of 1.8 million in unemployment, which fell to a near-minimum level of less than 1 million persons and most of these were in the process of changing jobs.

Even more unusual than the unprecedented mobilization of 5½ million men for the armed forces during the interval between April 1942 and April 1943 was the addition of 2½ million women to the labor force. The magnitude of an increase of this size in the course of a single year can perhaps be better understood when it is considered that it is approximately equal to the gain in the female labor force during the entire decade from 1930 to 1940.

The greatest contribution to the record-breaking increase in the female labor force was made by women over the age of 35. Labor-force participation in this group increased by 1.3 million, or about 1.1 million in excess of normal expectations. Teen-age girls accounted for more than half of the remaining gain in excess of "normal," but there was also a substantial increase in the 20–34 age group which rose to a level above "normal" for the first time since 1940. Altogether, the increase in female workers during this period exceeded normal expectations by about 2.1 million, bringing the total number of extra women workers in the labor market to 2.6 million in April 1943.

The male labor force also experienced its greatest gains during this period. An increase of 1.6 million—about 1.2 million over "normal"—brought the total number of extra male workers to 2.7 million. Three-fourths of the abnormal increment took place in the youngest and oldest age groups, the number of teen-age boys in the labor market increasing by 500,000 in excess of normal expectations and the number of men over 55 by 400,000.

APRIL 1943–APRIL 1944

By the autumn of 1943 the broad objectives for mobilization of manpower in civilian industries had virtually been attained. After reaching a peak in November, munitions employment started on the downgrade and, by April 1944, was slightly under the April 1943 level. This decline was made possible not only by decreases in requirements for certain munitions items, but also by increases in efficiency and labor utilization resulting from greater experience with production methods and labor-market controls. Total production of munitions was maintained at approximately peak levels even after employment turned downward.

As total manpower objectives were approached, the principal problem shifted from one of general nation-wide mobilization to one of meeting labor shortages in local centers of war production and in certain industries where wages or working conditions are unfavorable or where able-bodied men are required. Up to the end of 1942 the number of men in civilian jobs had been maintained well above the 1940 level, for the number of unemployed men and new male workers taking jobs had been more than enough to offset withdrawals to the armed forces. With the reserves of unemployed men just about depleted, however, the needs of the military ate into the ranks of male civilian workers throughout 1943 and the first part of 1944. In April 1944 the number of men in civilian jobs was approximately the same as in April 1940. Thus, the net increase of 5½ million in civilian employment since 1940 had been accounted for entirely by women. In addition, some 200,000 women had been added to the armed forces (table 1).

The only substantial demands for additional manpower between April 1943 and April 1944 came from the armed forces which expanded by 2.6 million. This expansion was made possible by an increase of 1.9 million in the labor force and decreases of 500,000 in civilian employment and 200,000 in unemployment. The major part of the gain in the labor force took place among men, who increased by 1.2 million or about 900,000 above normal expectations. Men under 45

years of age accounted for all of the abnormal increase, 600,000 of the gain being concentrated among boys under 20, particularly the 18- and 19-year-olds who had become liable for military service at the end of 1942. Teen-age boys entered the armed forces in large numbers between April 1943 and April 1944 as limitations were placed on draft deferments, first for nonfathers under the age of 26 and later for all persons under the age of 22. High-school enrollment of boys aged 18 and over which had declined by less than 50,000 between the school years of 1939–40 and 1942–43 dropped by 200,000 between 1942–43 and 1943–44.[6] Similarly, the number of civilian men enrolled in college declined by only 140,000 between the autumns of 1939 and 1942, and then fell by more than 400,000 in the following year.[7]

The increase in the female labor force between April 1943 and April 1944 exceeded normal expectations by 400,000 and virtually all of this abnormal gain was accounted for by women between 20 and 25 years of age. This reflected the drafting of married men on a large scale as the pool of physically fit men without dependents and with no occupational deferments was exhausted. By April 1944 there were about 3 million women in the United States with husbands absent in the armed forces.[8] Many young married women who would normally have quit work or remained outside the labor force found it necessary to continue working or to take jobs when their husbands entered military service.

Characteristics of Extra Workers in the Labor Force, April 1944 [9]

Altogether, the increase in the labor force during the 4 years ending in April 1944 exceeded normal expectations by 6.7 million. For purposes of convenience in describing their characteristics, the extra workers may be divided into the following groups:

		Number [1] *(in millions)*
All groups	Normally students, housewives, retired or others not working or seeking work in paid employment	6. 7
Boys and girls, 14–19	Mostly from school and college	2. 8
Young men, 20–24	Mostly from college	. 5
Young women, 20–24	Mostly service wives	. 4
Women, 35–64	Mostly married women with no young children	1. 5
Men, 25–54	Mostly from the "fringes" of the labor market	. 7
Men, 55 and over	Mostly persons who have postponed retirement	. 8

[1] These data are not comparable to similar data appearing in the August 1943 and February 1944 issues of the Monthly Labor Review. See prefatory note to table 2.

More detailed information classified by age and sex is given in chart 2 and tables 2 and 6.

[6] U. S. Office of Education Circular No. 227: Some Effects of the War on Public Schools, 1942-43 and 1943-44, by Emory M. Foster. Washington, 1944.

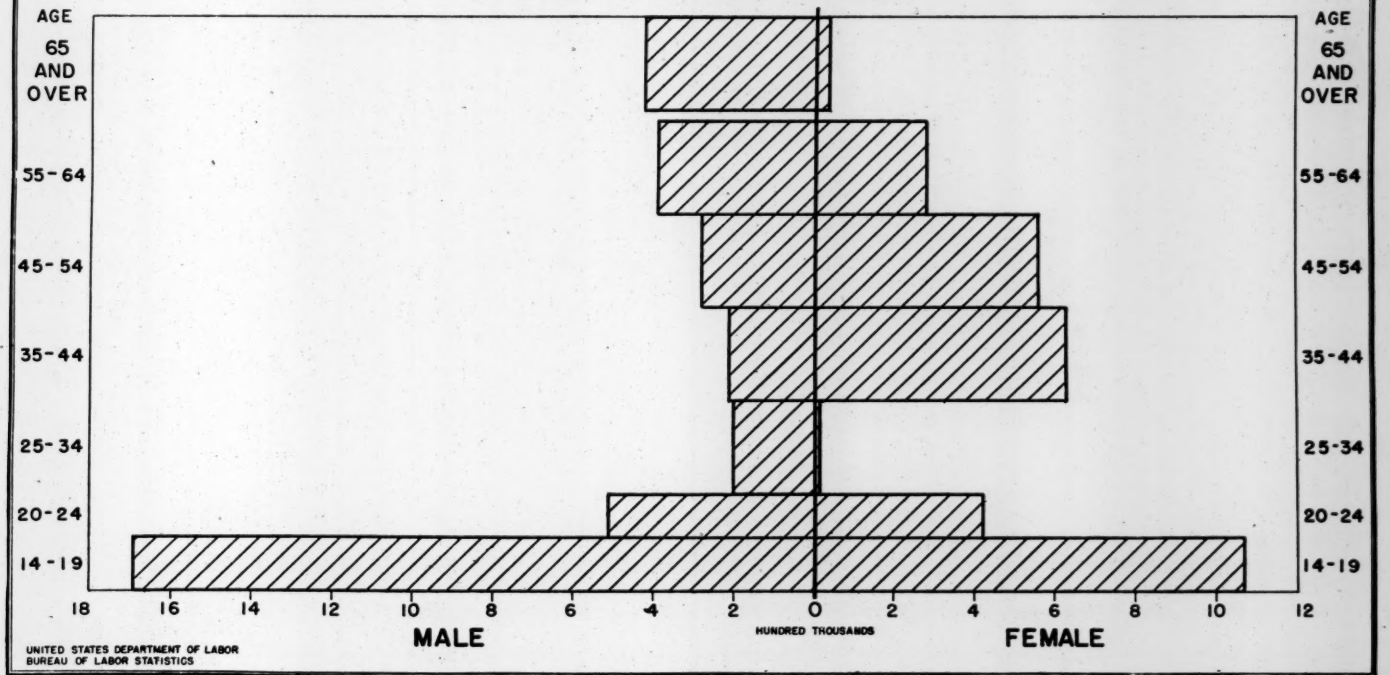
[7] U. S. Office of Education Circular No. 228: Effects of the War upon Colleges, 1943-44, by Henry G. Badger and Benjamin W. Frazier. Washington, 1944.

[8] A Census Bureau sample survey taken in February 1944 found 2,760,000 women in the United States with husbands absent in the armed forces. See Census release P-S, No. 1.

[9] This section will be confined to a description of the characteristics of the extra workers in the labor force. For a brief discussion of the extent to which these workers represent temporary or permanent additions to the labor force, see Factors Determining Post-War Job Transfers and Unemployment, in Monthly Labor Review, February 1944 (p. 272).

CHART 2

ESTIMATED EXCESS OF APRIL 1944 LABOR FORCE OVER "NORMAL"
CLASSIFIED BY AGE AND SEX



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

7-44

TABLE 2.—*Estimated Excess of April 1944 Labor Force over "Normal," Classified by Age and Sex* [1]

[Data in this table are not comparable to similar data appearing in the August 1943 and February 1944 issues of the Monthly Labor Review because basic labor-force estimates have since been revised. See Monthly Labor Review, May 1944, pages 1118 and 1119]

Age group	Estimated excess (in thousands)		
	Both sexes	Males	Females
Total, 14 years and over [2]	6,700	3,700	3,000
14–19 years [3]	2,760	1,690	1,070
14–17 years	1,730	1,090	640
18–19 years	1,030	600	430
20–24 years	930	510	420
25–34 years	210	200	10
35–44 years	840	210	630
45–54 years	840	280	560
55–64 years	670	390	280
65 years and over	450	420	30

[1] Based on comparisons between (1) estimates of actual labor force compiled from data on civilian labor force from the Bureau of the Census Monthly Report on the Labor Force plus unofficial estimates of armed forces; and (2) estimates of "normal" labor force adapted from Census Bureau release P–44, No. 12. Actual labor-force estimates were adjusted to exclude an estimated 200,000 teen-age persons on temporary jobs who were included in the Census enumeration for April 1944 because the Census week coincided with Easter week. Adjustments were made on the basis of interpolations between March and May and experience in previous years.

[2] The excess in the teen-age group is somewhat overstated because the "normal" labor-force estimates refer to the last week in March, whereas the actual estimates refer to the first week in April. There is a slight seasonal rise between these two weeks.

SCHOOL AND COLLEGE AGE GROUPS

About 3.3 million, or approximately half, of the abnormal wartime increase in the labor force has been supplied from young persons who would normally be devoting full time to their schooling. Many of these youths, however, have not given up their schooling completely. Large numbers, especially among the 1.7 million under 18 years of age, are working part time while continuing to attend school. In Baltimore, Md., for example, one-third of the students in high school and junior high school have part-time jobs. Since Baltimore is an area of acute labor shortage, this proportion is probably higher than that prevailing in the country as a whole. Nevertheless it is an indication that substantial numbers of the boys and girls in the labor force are continuing to attend school. In addition, a great many young men in the armed forces have been able to continue their college or university training on an accelerated basis under special Army and Navy programs [10] and others have been given special college courses in technical subjects as part of their military training. Military enrollments in colleges, universities, and professional schools increased by more than 350,000 between the autumn of 1939 and the autumn of 1943. This was more than offset, however, by a decline of 600,000 (560,000 men and 40,000 women) or 44 percent in civilian enrollments.[11] At the same time public-school enrollment of boys and girls aged 15 years and over dropped by approximately 1,700,000 (900,000 boys and 800,000 girls) or 30 percent between the school years of 1939–40 and 1943–44.[11] About 250,000 of this drop in enrollment was caused by a decline in the teen-age population and the remaining 1,450,000 is the effect of premature withdrawals from school.

[10] These programs (Army Specialized Training Program, Army Air Forces Cadet Training Program, and the Navy V–5, V–7, and V–12 programs) were drastically curtailed, however, during the closing months of 1943 and the first half of 1944.

[11] See sources cited in footnotes 6 and 7.

Although many of the youths who took jobs in industry or entered the armed forces were not cut off completely from formal education, it can be seen that the drop in high-school and college enrollments occasioned by the war has been large enough to cause a serious educational deficit among persons now in their teens or early twenties. Many of those whose schooling was interrupted by the war have already reached the age at which they normally would have left school and many others will reach that age by the time the war is over. For this reason it is important to encourage the return to school of persons whose education has been interrupted, not only through measures for financial aid such as those included in the recently enacted "G. I. Bill of Rights," [12] but also through the adoption by schools and colleges of programs designed to meet the educational needs of an older and more mature group of students.

WOMEN UNDER 35 YEARS OF AGE [13]

The labor-market activity of women between the ages of 20 and 35 has been affected by a variety of offsetting factors. On the one hand, general gains in family income, increases in marriage and birth rates, and dependency features of Selective Service regulations have acted as a check on their participation. On the other hand, the drafting of millions of young married men has caused an abnormally high rate of participation among their wives. Approximately half of the women with husbands away in the armed forces are in the labor force as compared with less than one-fifth of the other married women. Part of this difference is caused by the relatively young age distribution of service wives; but even age for age, the proportion of workers among service wives is between two and three times the proportion among women with husbands present (table 3). This relationship holds true for women with young children as well as for those without young children (table 4).

The easy availability of jobs and the wartime pressure to recruit women workers have also brought a number of single young women into the labor market who normally would not seek employment. Increases from this source, however, have been limited by the fact that, even in normal times, there are relatively few single young women who do not work or seek work when their health and household responsibilities will permit them to do so.

Among women between 20 and 25 years of age the participation of service wives in the labor force and the wartime pressures to enter the labor market, if household responsibilities permit, have overbalanced the effect of increased marriage and birth rates, so that the number of workers in this group exceeds normal expectations by about 400,000. In the 25–34 group, however, the various factors have approximately offset each other, so that in April 1944 there was no significant deviation from the "normal."

If it were not for an abnormally high proportion of workers among the service wives, the number of women aged 20–34 in the wartime labor market would probably be somewhat below the "normal" based on pre-war trends. Since 1940 there has been a marked increase in

[12] Public Law 346, 78th Congress, 2d Session, approved June 22, 1944.

[13] This section is based largely on an unpublished memorandum by Lester M. Pearlman of the Bureau of Labor Statistics.

the proportion of young women who are married, and, in view of the rise in birth rates,[14] this has no doubt been accompanied by a similar increase in the proportion with young children. Table 5 shows comparative figures on marital status of young women in April 1940 and February 1944.

TABLE 3.—*Women in the Civilian Labor Force, by Marital Status and Age, March 1940 and February 1944* [1]

Age group	All women [2]		Single		Married [3]			
						1944 [4]		
	1940	1944 [4]	1940	1944 [4]	1940 total	Total	Husband present	Husband absent in armed forces
	Number (in thousands)							
Total, 14 years and over	13,008	16,630	6,377	6,940	3,919	6,790	5,410	1,380
14–19 years	1,396	2,130	1,307	1,930	61	190	(5)	(5)
20–24 years	2,698	3,130	2,052	2,110	492	900	400	500
25–34 years	3,593	3,860	1,615	1,380	1,428	2,020	1,410	610
35–44 years	2,488	3,600	694	830	1,075	2,010	1,880	130
45 years and over	2,833	3,910	709	690	863	1,670	1,650	(5)
	Labor-force-participation rates (percent) [6]							
Total, 14 years and over	25.8	31.8	45.5	54.9	13.8	21.6	18.9	50.0
14–19 years	18.9	30.6	19.7	31.3	9.3	25.7	(5)	(5)
20–24 years	45.6	52.3	73.1	86.1	17.3	27.1	17.3	49.0
25–34 years	33.3	35.4	78.9	84.1	18.1	23.6	19.0	54.0
35–44 years	27.2	36.5	73.4	80.6	15.3	25.9	25.1	56.5
45 years and over	16.4	21.0	45.7	50.7	8.6	15.1	15.0	(5)

[1] Source: (1) March 1940—16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Personal Characteristics; (2) February 1944—Bureau of the Census, Monthly Report on the Labor Force.

[2] Includes approximately 2.7 million women in 1940 and 2.9 million in 1944 in marital status categories (widowed, divorced, separated, and married with civilian husband absent) not shown separately in table.

[3] In 1940, "married" includes only married women with husbands present in the household. In 1944 this category also includes married women with husbands absent in the armed forces. There are no available data on the number of women whose husbands were absent in the armed forces in 1940, but the number was not great enough to affect the figures significantly.

[4] The 1944 data presented in this table are based on a small cross-section of the population and are subject to a certain amount of sampling error. In general, estimates for categories containing 1,000,000 persons or more are subject to rather small sampling error and may be considered a reliable indication of the number of persons in these categories. On the other hand, the estimates for categories containing fewer than 1,000,000 persons are subject to larger sampling errors and should be interpreted as indicating only general relationships among the characteristics shown. The error that may be expected is proportionately largest for those categories having the smallest numbers.

[5] Number of persons in these categories too small to permit estimate on basis of 1944 sample statistics.

[6] Labor force as a percent of population. Rates for 1940 are based on total population, whereas rates for 1944 are based on the noninstitutional civilian population. Differences resulting from this incomparability, however, are insignificant.

This shift in marital status and the concomitant rise in birth rates would normally have caused a considerable reduction in the number of young women in the labor market, because of the obvious fact that most women do not ordinarily continue to work outside the home after they are married and the great majority of those who do continue to work do so only until they have children. In the age group 25–34, for example, the proportion of workers among single women in 1940 was 78.9 percent as compared with 33.4 percent among

[14] The birth rate in the United States rose from 17.9 per 1,000 of population in 1940 to 21.9 per 1,000 of population in 1943. (See Bureau of the Census: Vital Statistics—Special Reports, Vol. 19, No. 1, December 23, 1943; and Monthly Vital Statistics Bulletin, February 24, 1944.)

TABLE 4.—*Married Women Aged 18–64 in the Civilian Labor Force, by Age and Dependency Status, March 1940 and February 1944* [1]

Age group	All married women, 18–64 [2]				Without children under 10				With children under 10			
	1940 [3] total	1944 [4]			1940 total	1944 [4]			1940 total	1944 [4]		
		Total	Husband present	Husband absent in armed forces		Total	Husband present	Husband absent in armed forces		Total	Husband present	Husband absent in armed forces
	Number (in thousands)											
Total, 18–64 years	3,671	6,700	5,340	1,360	2,838	5,230	4,150	1,080	833	1,470	1,190	280
18–24 years	521	1,070	470	600	403	800	330	470	118	270	140	130
25–34 years	1,375	2,020	1,410	610	926	1,310	840	470	449	710	570	140
35–44 years	1,018	2,010	1,880	130	795	1,610	1,490	120	223	400	390	(5)
45–64 years	757	1,600	1,580	(5)	714	1,510	1,490	(5)	43	(5)	(5)	(5)
	Labor-force-participation rates (percent) [6]											
Total, 18–64 years	13.8	22.7	19.9	50.6	17.7	30.0	26.1	71.1	7.8	12.1	10.9	23.9
18–24 years	15.6	27.2	17.7	46.9	27.3	51.0	38.4	66.2	6.4	11.4	7.8	22.8
25–34 years	17.4	23.6	19.0	54.0	33.4	49.6	41.0	79.7	8.8	12.0	10.6	25.9
35–44 years	14.6	26.1	25.1	56.5	19.7	34.9	33.6	66.7	7.6	12.9	12.8	(5)
45–64 years	9.0	17.1	17.0	(5)	9.2	17.6	17.4	(5)	5.9	(5)	(5)	(5)

[1] Source: (1) March 1940—16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Family Characteristics of Women; (2) February 1944—Bureau of the Census, Monthly Report on the Labor Force.
[2] See table 3, footnote 3.
[3] Figures differ slightly from corresponding figures in table 3, since the data are based on different samples. For a description of the two samples, see 16th Population Census, 1940, Employment and Family Characteristics of Women, pp. 7 and 8.
[4] Data for 1944 are based on a small cross section of the population; see table 3, footnote 4.
[5] Number of persons in these categories too small to permit estimate on basis of 1944 sample statistics.
[6] See table 3, footnote 6.

TABLE 5.—*Marital Status of Women Aged 20–34 Years,* [1] *April 1940 and February 1944*

Marital status	Number of women (in thousands) aged—				Percentage distribution			
	20–24 years		25–34 years		20–24 years		25–34 years	
	1940	1944	1940	1944	1940	1944	1940	1944
Total	5,895	5,980	10,818	10,900	100.0	100.0	100.0	100.0
Single	2,781	2,440	2,050	1,640	47.2	40.8	18.9	15.0
Married, total	3,026	3,470	8,341	8,910	51.3	58.0	77.1	81.7
Husband present	2,850	2,310	7,933	7,430	48.3	38.6	73.3	68.1
Husband absent, in armed forces	(2)	1,020	(2)	1,130	(2)	17.1	(2)	10.4
Husband absent, other reasons	176	140	408	350	3.0	2.3	3.8	3.2
Widowed and divorced	88	70	427	350	1.5	1.2	3.9	3.2

[1] Source: Census Bureau Release PS—No. 1. Figures for 1940 refer to the total population, whereas figures for 1944 refer only to the civilian noninstitutional population. The exclusion of the relatively small number of women in the armed forces and in institutions, however, does not significantly affect the general comparisons shown.
[2] Statistics for the very small number of women with husbands in the armed forces in 1940 are not available.

married women with no young children and only 8.8 percent among married women with young children.[15]

The shift toward more young married women and more women with children has already been halted and reversed. Both the marriage rate and the birth rate have passed their wartime peaks and have entered a period of decline which is expected to continue until the war is over. The number of marriageable persons has been reduced to a low point by the many marriages in anticipation of military service and, in addition, millions of marriageable men and husbands are absent in the armed forces. The decline in marriages and births now under way should tend to keep up the rate of labor-market participation among young women, at least until the end of the war in Europe.

WOMEN OVER 35 YEARS OF AGE

Women between 35 and 65 years of age have been a major source of additional wartime labor, contributing 1.5 million to the total of 6.7 million extra workers in the labor force in April 1944. The rate of labor-market participation for this group exceeded normal expectations by approximately 25 percent (table 6). It is not surprising that the great majority of the extra workers among adult women are over 35 years of age. This group has been little affected by the wartime increase in marriage and birth rates. Moreover, there are large

TABLE 6.—*Estimated Labor-Force-Participation Rates, by Age and Sex, March 1940 and April 1944*

Age and sex	Labor force as percent of population			
	March 1940 [1]	April 1944 [2]		
		Normal	Actual	Percent excess of actual over normal
Total, 14 years and over	52.8	53.1	59.5	+12
Males, 14 years and over	79.7	79.3	86.4	+9
14–19 years	35.6	34.4	57.9	+68
14–17 years	19.2	17.3	40.5	+134
18–19 years	67.6	67.3	91.5	+36
20–24 years	88.5	88.5	97.2	+10
25–34 years	95.8	95.7	97.8	+2
35–44 years	95.4	95.0	97.2	+2
45–54 years	92.7	91.7	95.2	+4
55–64 years	84.6	83.3	89.9	+8
65 years and over	42.2	39.6	48.5	+22
Females, 14 years and over	25.7	27.1	32.8	+21
14–19 years	19.0	17.9	33.2	+86
14–17 years	7.6	5.9	19.8	+236
18–19 years	40.7	40.7	58.6	+44
20–24 years	45.6	46.9	53.8	+15
25–34 years	33.3	36.0	36.1	[3]
35–44 years	27.3	30.6	37.2	+22
45–54 years	22.4	24.0	31.0	+29
55–64 years	16.6	17.3	22.0	+27
65 years and over	6.0	5.6	6.3	+12

[1] Based on data from the 1940 Census adjusted for errors in classification (see Census Release P–44, No. 6) and for 150,000 members of the armed forces not included in the 1940 Census enumeration.

[2] Based on labor-force data described in table 2 (footnote 1) and population estimates from Bureau of the Census.

[3] Excess of less than half of 1 percent.

[15] Bureau of the Census, 16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Family Characteristics of Women.

numbers of married women over 35 normally outside the labor force and without responsibility for the care of young children. Of some 13.6 million married women aged 35–64 outside the labor force in 1940, 10.2 million or 75 percent did not have any children under 10 years of age. Among married women aged 18–34, on the other hand, there were 9.3 million not in paid work, of whom only 2.9 million or 31 percent were without responsibility for the care of young children.[16]

Very few women remain in the labor force after they have reached the age of 65 and the wartime experience has done little to change this situation. The few women in this age group who have postponed their retirement do not form a significant part of the extra wartime workers.

MEN 25–54 YEARS OF AGE

Wartime increases in labor-market participation of men aged 25–54 have necessarily been relatively small because there are very few able-bodied men of these ages who are not normally in the labor force. Even though about three-fifths of the men in this age group outside of institutions who were not in the labor force in 1940 had entered the labor market by 1944, the excess over "normal" amounted to only 700,000 or about 2 percent. For the most part these 700,000 are from the "fringes" of the labor market—the men who in pre-war days, sought work only occasionally or intermittently and the men on the borderline between employability and unemployability.

The men in this borderline group are the first to be discharged when business slumps and the last to be hired when business picks up again. For all practical purposes they are unemployable during a period of large labor surplus such as that which preceded the war. Many of these men were out of the labor market in 1940 because they had become convinced they were unable to work or because they were no longer willing to expose themselves to the rebuffs of the labor market after years of unsuccessful search for a job.

The 700,000 extra workers among men aged 25–54 probably include a significant number who, formerly, were occasional or intermittent workers. Since the "labor force" is defined to include only persons working or seeking work during a specific week, there is always a certain number of intermittent workers outside the labor force at any one time. It is "common practice for many migratory casual workers to spend part of the year on the road working or seeking work and then to withdraw from the labor market during the period when the chances of finding work are small." [17] The availability of steady jobs and the pressure of wartime demands for labor have probably reduced significantly the number of occasional workers who may be outside the labor force at any one time.

Another factor, which contributed about 100,000 to the excess over "normal" in the 25–54 age group, is the interruption of pre-war trends toward longer schooling and earlier retirement which had caused a slight downward movement in labor-market participation among men of this age.

[16] Figures quoted include only married women with husbands present.

[17] WPA Research Monograph VII: The Migratory Casual Worker, by John N. Webb. Washington, 1937.

MEN 55 YEARS OF AGE AND OVER

The interruption of trends toward earlier retirement was more important, however, among men over 55 years of age—particularly in the group over the age of 65. Although the percentage of these older men in the labor market would ordinarily have been expected to decline between 1940 and 1944, there was actually a considerable increase (table 6), so that the rate of labor-market participation exceeded normal expectations by about 22 percent for men aged 65 and over and about 8 percent for men aged 55–64. Altogether the labor force in April 1944 included about 800,000 extra male workers aged 55 and over. For the most part, these are men who have continued working beyond the age when they normally would have retired. In addition, some have reentered the labor force from retirement and others more nearly resemble the persons from the "fringes" of the labor market found in greater numbers among the extra workers under 55 years of age.

U. S. GOVERNMENT PRINTING OFFICE: 1944

The areas reporting average hourly earnings, by industry, by occupation, and by sex, spring and summer of 1943, are as follows:

Areas covered	Industry			
	Hotels	Restaurants	Power laundries	Limited-price variety stores
Indiana				
Bedford, Bloomington, Columbus	*			
Evansville	*	*	*	*
Fort Wayne	*	*	*	*
Gary	*	*	*	*
Indianapolis	*	*	*	
Kokomo				*
LaFayette		*		*
Logansport		*		
Marion		*		
Michigan City		*		
Muncie		*		*
Richmond		*		*
South Bend-Mishawaka	*	*	*	*
Iowa				
Central	*	*	*	
Northern	*	*		
Southeastern	*	*	*	
Southern	*	*	*	
Cedar Rapids	*	*	*	
Davenport	*	*	*	
Des Moines	*	*	*	
Sioux City	*	*	*	
Waterloo	*	*	*	
Kansas				
Northeastern	*	*	*	
South Central	*	*	*	
Southeastern	*	*	*	
Western	*	*		
Hutchinson	*			
Kansas City		*		
Topeka	*	*	*	
Wichita	*	*	*	
Maine				
Bangor				*
Lewiston				*
Portland	*	*	*	*
Missouri				
Northern		*	*	
Southeastern	*	*	*	
Southwestern	*	*	*	
Columbia and Jefferson City	*	*	*	
Joplin	*	*	*	
Kansas City	*	*	*	
St. Louis	*	*	*	
Springfield	*	*	*	
Nebraska				
Western			*	
Grand Island and Hastings	*	*	*	
Lincoln	*	*		
Omaha	*			
Omaha and Council Bluffs		*	*	
North Carolina				
Asheville	*	*	*	
Charlotte	*	*	*	
Fayetteville	*	*	*	
Kinston-Goldsboro	*	*	*	
New Bern	*	*	*	
Raleigh-Durham	*	*	*	
Rocky Mount Area	*	*	*	
Statesville Area		*	*	
Wilmington	*	*	*	

Areas reporting - Cont'd.

Areas covered	Industry			
	Hotels	Restaurants	Power laundries	Limited-price variety stores
South Carolina				
Charleston	*	*	*	
Columbia	*	*	*	
Greenville-Spartanburg	*	*	*	
Texas				
Abilene	*	*	*	
Amarillo	*	*	*	
Austin	*	*	*	
Beaumont		*	*	
Beaumont and Port Arthur	*			
Corpus Christi	*	*	*	
Dallas	*	*	*	
El Paso	*	*	*	
Fort Worth	*	*	*	
Galveston	*	*	*	
Harlingen		*		
Harlingen-Edinburg	*		*	
Houston	*	*	*	
Laredo	*	*	*	
Texas - Cont.				
Lubbock	*	*	*	
Port Arthur		*	*	
San Angelo	*	*	*	
San Antonio	*	*	*	
Texarkana	*	*	*	
Tyler	*	*	*	
Waco	*	*	*	
Wichita Falls	*	*	*	
Virginia				
Bristol	*	*	*	
Norfolk	*	*	*	
Richmond	*	*	*	
West Virginia				
Charleston	*	*	*	
Huntington	*	*	*	
Parkersburg	*	*	*	

Explanatory notes

An area as used in the appendix tables generally denotes a city and its adjacent territory. The areas studied do not necessarily represent a balanced sample for the State, but include, chiefly, the larger cities.

The averages shown in the tables represent straight-time averages for the given occupations in specified areas. Since the figure shown for a specific occupation is the average of rates in all establishments studied in an area, it is not necessarily the same as any individual establishment average or the earnings of an individual worker. Thus the fact that an average of under 40 cents is shown for a given occupation does not mean that all establishments in that area paid less than 40 cents nor that all individuals working in the specific occupation in that area earned less than 40 cents.

Premium overtime and night-work payments, not usually paid in these industries in the States covered, are not included in these figures. Neither do the figures include allowance for meals, lodging, or tips which may be provided in addition to hourly earnings in some industries, such as hotels and restaurants.

Source--Unpublished data, Bureau of Labor Statistics, Division of Wage Analysis.

IOWA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (8 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Women	Marker: Women	Fireman: Men
Number of areas reporting	6	6	7	7	6	8	6	1	8	4
Under 40	-	-	7	7	6	7	6	1	6	-
Under 30	-	-	2	2	1	1	-	-	-	-

Restaurants (9 areas)

Average hourly earnings (cents)	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	4	5	8	6	7	2	5	1	2	9	4	4
Under 40	4	5	7	6	7	2	5	1	1	9	4	2
Under 30	1	2	7	3	6 6	-	2	1	1	8	3	1
Under 25	-	-	3	-	1	-	-	-	-	3	--	-
Under 23	-	-	2	-	1	-	-	-	-	2	-	-
Under 18	-	-	1	-	1	-	-	-	-	-	-	-
Exactly 17	-	-	-	-	1	-	-	-	-	-	-	-
Exactly 15	-	-	1	-	-	-	-	-	-	-	-	-

IOWA (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Hotels (9 areas)

Average hourly earnings (cents)	Elevator operator		Maid	Houseman	Linen room woman
	Men	Women	Women	Men	Women
Number of areas reporting	3	2	9	8	3
Under 40	3	2	9	7	3
Under 30	2	1	7	1	1
Under 25	2	-	1	-	-
Under 23	2	-	1	-	-

INDIANA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (5 areas)

Average hourly earnings (cents)	Extractor operator: Men	Extractor operator: Women	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Marker: Women	Fireman: Men
Number of areas reporting	5	1	5	5	5	5	5	5	1	5	3
Under 40	-	-	-	-	3	5	-	-	-	-	-

Restaurants (12 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Men	Vegetable preparer: Women	Waiter	Bus boy	Pantry girl: Women
Number of areas reporting	6	9	9	11	7	9	3	9	1	3	7	12	7	4
Under 40	-	5	8	11	4	7	1	5	1	-	3	8	4	1
Under 30	-	1	-	2	1	3	-	2	-	-	-	-	-	-

Hotels (5 areas)

Average hourly earnings (cents)	Elevator operator: Men	Elevator operator: Women	Maid: Women	Houseman: Men	Linen room woman: Women
Number of areas reporting	4	2	5	5	4
Under 40	4	2	5	4	3
Under 30	1	1	1	-	-

Limited-Price Variety Stores (8 areas)

Average hourly earnings (cents)	Retail clerk: Women	Stockman and helper: Men	Stockman and helper: Women	Porter: Men
Number of areas reporting	8	8	3	3
Under 40	7	2	-	-
Under 30	-	-	-	-

KANSAS

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (5 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Women
Number of areas reporting	5	5	5	5	4	5	5	2	1	5
Under 40	-	-	5	5	4	5	5	-	1	5
Under 30	-	-	4	4	3	1	2	-	1	-
Under 25	-	-	-	1	-	-	-	-	-	-

Restaurants (7 areas)

Average hourly earnings (cents)	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Bus boy: Women	Pantry girl: Women
Number of areas reporting	4	6	7	4	5	3	4	1	1	1	7	6	6
Under 40	3	5	7	4	5	3	2	1	1	1	7	6	6
Under 30	2	4	7	2	2	1	1	-	-	1	5	5	2
Under 25	2	3	2	1	-	-	-	-	-	1	1	1	1
Under 23	-	2	1	-	-	-	-	-	-	1	-	1	-

Hotels (7 areas)

Average hourly earnings (cents)	Elevator operator: Women	Maid: Women	Houseman: Men	Linen room woman: Women
Number of areas reporting	2	7	6	4
Under 40	2	7	5	4
Under 30	2	4	3	1
Under 25	1	4	3	-
Under 23	1	4	2	-

MAINE

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (1 area)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Marker: Women	Fireman: Men
Number of areas reporting	1	1	1	1	1	1	1	1
Under 40	-	-	1	1	1	-	-	-

Restaurants (1 area)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	1	1	1	1	1	1	1	1	1	1
Under 40	-	1	-	-	1	1	-	1	1	-

Hotels (1 area)

Average hourly earnings (cents)	Elevator operator: Women	Maid: Women	Houseman: Men	Linen room woman: Women
Number of areas reporting	1	1	1	1
Under 40	1	-	-	-

Limited-Price Variety Stores (3 areas)

Average hourly earnings (cents)	Retail clerk: Women	Stockman or helper: Men	Stockman or helper: Women
Number of areas reporting	3	3	1
Under 40	2	1	1

NEBRASKA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (3 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Washer: Women	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Women
Number of areas reporting	2	3	1	3	3	3	3	2	1	1	3
Under 40	-	-	-	3	3	3	3	2	-	1	2

Restaurants (3 areas)

Average hourly earnings (cents)	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Men	Vegetable preparer: Women	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	2	2	2	3	2	2	1	2	3	3	2
Under 40	2	2	2	3	2	2	1	2	3	3	1
Under 30	1	2	-	2	1	2	-	-	2	2	1
Under 25	1	-	-	-	1	-	-	-	-	-	-
Under 23	-	-	-	-	1	-	-	-	-	-	-

Hotels (3 areas)

Average hourly earnings (cents)	Maid: Women	Houseman: Men	Linen room woman: Women
Number of areas reporting	3	3	1
Under 40	3	3	1
Under 30	2	-	-

MISSOURI

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (8 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Women	Fireman: Men
Number of areas reporting	6	8	8	8	8	8	3	1	2	8	3
Under 40	2	-	8	8	8	8	2	-	2	8	-
Under 30	-	-	4	6	6	1	-	-	2	2	-
Under 25	-	-	-	1	1	-	-	-	-	-	-

Restaurants (8 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Men	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	1	4	7	6	7	5	3	6	2	3	4	8	5	3
Under 40	-	3	6	6	7	5	2	5	2	3	4	8	5	2
Under 30	-	1	5	6	5	3	1	4	-	-	2	6	4	1
Under 25	-	-	4	4	3	1	1	4	-	-	1	6	3	-
Under 23	-	-	2	3	2	1	-	1	-	-	1	5	3	-

MISSOURI (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Hotels (7 areas)

Average hourly earnings (cents)	Elevator operator		Maid	Houseman	Linen room woman
	Men	Women	Women	Men	Women
Number of areas reporting	2	3	7	6	3
Under 40	2	3	7	5	3
Under 30	-	2	7	2	-
Under 25	-	1	4	-	-
Under 23	-	1	1	-	-
Under 18	-	-	1	-	-
Exactly 16	-	-	1	-	-

NORTH CAROLINA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (9 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Men	Marker: Women	Fireman: Men
Number of areas reporting	7	9	9	8	8	9	6	7	9	2	9	7
Under 40	6	3	9	8	8	9	6	1	8	-	9	3
Under 30	-	-	9	8	8	8	6	-	5	-	5	-
Under 25	-	-	8	8	7	4	4	-	3	-	-	-
Under 23	-	-	7	5	7	2	1	-	2	-	-	-
Under 18	-	-	-	-	1	-	-	-	-	-	-	-
Exactly 17	-	-	-	-	1	-	-	-	-	-	-	-

Restaurants (9 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	5	5	9	7	7	4	6	5	3	4	9	7	3
Under 40	-	5	9	7	7	4	6	5	2	4	9	7	3
Under 30	-	2	9	7	6	4	4	4	2	2	8	6	2
Under 25	-	-	5	6	3	4	-	3	1	1	8	2	-
Under 23	-	-	3	6	-	4	-	3	1	1	7	1	-
Under 18	-	-	-	1	-	-	-	-	-	1	-	-	-
Exactly 17	-	-	-	1	-	-	-	-	-	-	-	-	-
Exactly 15	-	-	-	-	-	-	-	-	-	1	-	-	-

NORTH CAROLINA (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Hotels (8 areas)

Average hourly earnings (cents)	Elevator operator	Maid	Houseman	Linen room woman
	Women	Women	Men	Women
Number of areas reporting	1	8	7	5
Under 40	1	8	7	4
Under 30	1	8	7	2
Under 25	1	8	5	-
Under 23	1	8	5	-
Under 18	-	2	2	-
Exactly 17	-	2	-	-
Exactly 16	-	-	1	-
Exactly 13	-	-	1	-

SOUTH CAROLINA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (3 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Women	Fireman: Men
Number of areas reporting	3	3	3	2	2	3	3	3	3	3	3
Under 40	2	1	3	2	2	3	3	2	3	2	2
Under 30	–	–	3	2	2	3	3	–	2	1	–
Under 25	–	–	3	2	2	2	3	–	–	–	–
Under 23	–	–	3	2	2	1	3	–	–	–	–
Under 18	–	–	1	1	2	–	1	–	–	–	–
Exactly 17	–	–	–	1	1	–	1	–	–	–	–
Exactly 16	–	–	1	–	1	–	–	–	–	–	–

Restaurants (3 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantury girl: Women
Number of areas reporting	1	3	3	3	3	3	3	2	1	3	3	3	2
Under 40	–	3	3	3	3	3	3	2	1	3	3	3	2
Under 30	–	2	3	3	3	3	3	2	1	2	3	3	2
Under 25	–	1	3	3	2	3	3	2	1	1	3	3	1
Under 23	–	–	2	3	2	3	2	2	1	1	2	3	–
Under 18	–	–	1	3	1	2	–	–	–	–	–	–	–
Exactly 17	–	–	1	1	1	1	–	–	–	–	–	–	–
Exactly 16	–	–	–	1	–	–	–	–	–	–	–	–	–
Exactly 15	–	–	–	1	–	1	–	–	–	–	–	–	–

SOUTH CAROLINA (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Average hourly earnings (cents	Hotels (3 areas)			Limited-Price Variety Stores (3 areas)			
	Maid	Houseman	Linen room woman	Retail clerk	Stockman or helper		Porter
	Women	Women	Women	Women	Men	Women	Men
Number of areas reporting	3	3	2	3	3	2	3
Under 40	3	3	2	3	3	1	3
Under 30	3	3	-	1	-	-	2
Under 25	3	3	-	-	-	-	-
Under 23	3	3	-	-	-	-	-
Under 18	2	1	-	-	-	-	-
Exactly 17	1	1	-	-	-	-	-
Exactly 16	1	-	-	-	-	-	-

TEXAS

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (20 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Machine presser: Women	Marker: Women	Fireman: Men
Number of areas reporting	17	16	19	19	16	17	17	15	12	20	1
Under 40	10	-	19	19	16	17	17	2	9	19	-
Under 30	-	-	17	17	14	12	13	-	-	5	-
Under 25	-	-	9	9	10	4	6	-	-	1	-
Under 23	-	-	7	7	5	2	3	-	-	-	-
Under 18	-	-	1	-	-	-	-	-	-	-	-
Exactly 13	-	-	1	-	-	-	-	-	-	-	-

Restaurants (20 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Men	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	3	9	17	15	10	5	11	4	3	1	9	20	15	5
Under 40	2	9	16	15	10	5	10	3	3	1	8	20	15	5
Under 30	-	2	14	15	7	4	8	3	3	1	4	13	14	1
Under 25	-	-	9	7	5	2	4	1	1	1	4	4	7	-
Under 23	-	-	8	4	3	2	3	1	-	-	3	1	5	-
Under 18	-	-	1	1	1	-	1	-	-	-	1	1	1	-
Exactly 17	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Exactly 16	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Exactly 15	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Exactly 13	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Exactly 12	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Exactly 11	-	-	1	-	-	-	-	-	-	-	-	-	1	-

TEXAS (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Average hourly earnings (cents)	Hotels (19 areas)				Limited-Price Variety Stores (19 areas)				
	Elevator operator		Maid	Houseman	Linen room woman	Retail clerk	Stockman or helper		Porter
	Men	Women	Women	Men	Women	Women	Women	Men	Men
Number of areas reporting	6	11	18	17	11	19	9	13	11
Under 40	6	11	18	17	11	19	6	13	10
Under 30	5	10	17	13	8	10	–	5	4
Under 25	4	9	16	10	3	1	–	–	1
Under 23	3	7	13	6	2	–	–	–	–
Under 18	–	–	3	2	1	–	–	–	–
Exactly 17	–	–	1	–	1	–	–	–	–
Exactly 16	–	–	1	1	–	–	–	–	–
Exactly 14	–	–	–	1	–	–	–	–	–
Exactly 12	–	–	1	–	–	–	–	–	–

VIRGINIA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Power laundries (3 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Marker: Women	Fireman: Men
Number of areas reporting	3	3	3	3	3	3	3	2	3	2
Under 40	-	-	3	3	3	3	3	-	3	-
Under 30	-	-	3	3	3	1	1	-	-	-
Under 25	-	-	-	2	1	1	-	-	-	-
Under 23	-	-	-	1	1	-	-	-	-	-

Restaurants (3 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Women	Waiter: Men	Waiter: Women	Bus boy: Men	Pantry girl: Women
Number of areas reporting	3	2	3	3	3	3	3	2	1	3	3	3	3
Under 40	-	1	3	3	3	3	3	2	1	3	3	3	3
Under 30	-	1	2	3	3	3	1	2	-	2	3	2	2
Under 25	-	-	-	3	2	2	1	-	-	2	2	1	1
Under 23	-	-	-	2	-	1	1	-	-	2	1	1	1
Under 18	-	-	-	-	-	-	-	-	-	-	-	-	1
Exactly 17	-	-	-	-	-	-	-	-	-	-	-	-	1

VIRGINIA (Cont.)

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

Hotels (3 areas)				Limited-Price Variety Stores (5 areas)				
Average hourly earnings (cents)	Maid	Houseman	Linen room woman	Retail clerk	Stockman or helper		Porter	
	Women	Men	Women	Women	Men	Women	Men	
Number of areas reporting	3	3	3	5	4	1	5	
Under 40	3	3	3	5	3	1	5	
Under 30	3	2	2	5	-	-	3	
Under 25	3	2	1	-	-	-	-	
Under 23	1	2	1	-	-	-	-	
Under 18	1	1	-	-	-	-	-	
Exactly 15	1	-	-	-	-	-	-	
Exactly 11	-	1	-	-	-	-	-	

WEST VIRGINIA

Number of areas reporting average hourly earnings by industry, by occupation, and by sex, spring and summer 1943

(BLS 1945-26)

Power laundries (3 areas)

Average hourly earnings (cents)	Extractor operator: Men	Washer: Men	Catcher: Women	Feeder: Women	Shaker: Women	Bosom press operator: Women	Collar and cuff operator: Women	Machine presser: Men	Marker: Women	Fireman: Men
Number of areas reporting	3	3	3	3	3	3	2	1	3	1
Under 40	1	-	2	3	3	2	-	-	1	-
Under 30	-	-	1	1	2	-	-	-	1	-

Restaurants (3 areas)

Average hourly earnings (cents)	Counter attendant: Men	Counter attendant: Women	Hand dishwasher: Men	Hand dishwasher: Women	Machine dishwasher: Men	Machine dishwasher: Women	Kitchen helper: Men	Kitchen helper: Women	Vegetable preparer: Women	Waiter: Women	Bus boy: Men
Number of areas reporting	3	3	2	2	2	3	1	3	1	3	2
Under 40	3	3	2	2	2	3	1	3	-	3	2
Under 30	1	2	1	2	1	3	-	3	-	3	1
Under 25	-	1	1	1	-	2	-	-	-	-	-

Hotels (3 areas)

Average hourly earnings (cents)	Elevator operator: Women	Maid: Women	Houseman: Men	Linen room woman: Women
Number of areas reporting	2	3	3	2
Under 40	2	3	3	2
Under 30	2	3	2	1
Under 25	1	1	-	1
Under 23	1	-	-	-

Material mailed out before Conference + agenda

Changes in Women's Employment During the War

By
MARY ELIZABETH PIDGEON

★

SPECIAL BULLETIN No. 20 OF THE WOMEN'S BUREAU
JUNE 1944

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1944

For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.
Price 10 cents

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
MARY ANDERSON, Director

✦

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 14, 1944.

MADAM: I have the honor to present a report the findings of which will be of importance in the development of sound postwar employment policies. Its analysis answers a variety of insistent questions as to the war movements in women's entrance to and exit from the labor force, according to their age and marital status and the changes in their occupational groupings in this period.

Basic data for this report were specially collected by the Bureau of the Census, at the request of the Women's Bureau, in the course of the regular monthly labor-force census. They were tabulated by that office under the direction of Dr. A. Ross Eckler, chief of the Special Surveys Division, assisted by Miss Gertrude Bancroft. Questions to be asked and specifications as to these tables were prepared by Janet M. Hooks Bassie of the Women's Bureau Research Division, and analysis of the findings was made by Mary Elizabeth Pidgeon, chief of the Research Division, assisted by Elisabeth D. Benham.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

REPRODUCED AT THE NATIONAL ARCHIVES

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EMPLOYMENT OF WOMEN IN THE WAR PERIOD

SIGNIFICANT FACTS

Employed in December 1941, as reported March 1944—12,090,000.

Employed March 1944—16,480,000. (Increase, 36 percent.)

61 percent were in labor force before Pearl Harbor.
50 percent in *same occupation group* as formerly.

In labor force in both periods—10,230,000.

69 percent were 20–44 years old.
42 percent single; 30 percent married, husband present.

Women who left labor force—2,180,000.

21 percent were 45 years old or more.
62 percent were married, husband present.
93 percent went to home housework.

New entrants to labor force—6,650,000.

55 percent were 20–44 years old.
44 percent single; 36 percent married, husband present.
56 percent were home houseworkers; 34 percent in school.

Women not entering labor force—33,260,000.

43 percent were 45 or over, 14 percent under 20.
65 percent were married, husband present.

	Percent change 1940–44	*Proportion employed 1940*	*1944*
Woman population, 14 and over	+4	22.0	31.5
Single women	−6	38.3	53.6
Married women	+8	13.9	22.5

Great employment shifts occurred between occupations.

Manufacturing and clerical occupations gained most.

The manufacturing industries differed greatly.

In war industries, 49 percent came from outside the labor force, 26 percent from other industries. In essential supply industries only 37 percent came from outside the labor force, 54 percent were in same industry as before the war.

NOTE.—As reported for December 1941 and March 1944 by women interviewed in March 1944. Does not take account of all changes occurring *between* the two dates.

Changes in Women's Employment During the War

One of the most spectacular of the changes that have characterized the period since the Pearl Harbor attack is the tremendous shift in the work of women to meet this country's needs for industrial products. This has occurred in many cases through women's own volition, but in large measure it has been in response to urgent calls for their services.

After two years of great and rapid transition in women's employment and occupations, the need has been felt increasingly for further data on the over-all extent and character of the movement. Aside from their widespread interest, such data are of the utmost importance in shaping both immediate and future administrative policies.

In the first place, the effectiveness of continuing plans to carry forward this country's program for production and services depends to a considerable extent on the response women are making to the great efforts to call them to work outside their homes. Further, wise provision for the necessary adjustments after the war requires a background understanding of employment needs and possibilities, on which much light can be thrown by a fuller knowledge of the experiences during the war.

SOURCE OF NEW DATA ON EMPLOYMENT OF WOMEN

The Bureau of the Census publishes monthly estimates, for men and women separately, of total civilian employment. These are based on interviews with households in a national sample which has been in operation since the spring of 1940. The present sample includes some 30,000 households located in 123 counties selected in such a manner as to provide national estimates of the major labor-force characteristics of the population.[1]

In connection with this reporting, special additional questions sometimes are asked for a particular month. In the spring of 1944, the Bureau of the Census responded to a request by the Women's Bureau of the U. S. Department of Labor for the inclusion of questions to afford data on the shifts in the employment and occupations of women between the week immediately preceding the Pearl Harbor attack and a week in early March 1944. Throughout this discussion, comparisons of earlier and later data refer to the week of December 1–6, 1941, and the week of March 5–11, 1944, the interim thus being about 2¼ years.[2]

[1] For further information as to sample, consult the Bureau of the Census.

[2] In one or two instances comparisons are made with data from the decennial census of 1940, because data for December 1941 are not available for certain particular comparisons. This will be explained where discussed. (See footnote 11, p. 9.) The use of 1940 for the present questions, instead of December 1941, was considered, but it was felt that the later date would afford more accurate replies, since persons interviewed can remember more vividly the Pearl Harbor date and the time just preceding than a time approximately 4 years before the date of interview.

The questions added to the usual monthly schedules were as follows:

(1) For all persons 14 years and over, enter activity during week before Pearl Harbor, December 1–6, 1941.
(2) If at work or had a job during the week before Pearl Harbor, enter occupation and industry of that job.

The data resulting from these questions are of even greater value because correlations with age and marital status could be made in addition to those on employment and occupation. Marital status could be included because a special question on that subject had been asked in the preceding month. Age was obtainable because such a question is a part of the regular schedule, this information being of vital importance, for example, to the draft boards. Caution is necessary in regard to the use of material developed from a sample of this type, especially since in this case its content is of such wide national interest. The data give a revealing picture of various relationships—for example, as to the types of shifts occurring in and out of the labor force or between various industries or occupations, or as to the age or marital status of women in and not in the labor force. However, since they are estimates from a sample they do not completely measure the exact sizes of particular groups, especially of the smaller groups.[3]

WOMEN AS A PERMANENT PART OF THE LABOR FORCE

Many people have not realized the very large extent to which women are a permanent part of the labor force. The dominance of the war situation, with its urgent call to women to take employment and its large increases in the numbers of them who have gone to work, has tended to obscure the fact that women long have been a very substantial and increasing part of the country's labor force. In the 50 years prior to 1940, the proportion of workers who were women increased from 17 percent in 1890 to 24 percent in 1940, as the following shows.

	Percent women were of all workers
1890	17. 2
1900	18. 3
1910	21. 2
1920	20. 5
1930	22. 0
1940	24. 3
1944 (March)	32. 9

WAR INCREASES IN WOMAN EMPLOYMENT

In spite of the fact that in 1940 women already constituted over 24 percent of the labor force, the number of women who have sought to meet the new war needs is almost breath-taking in its magnitude. The number of employed women reported increased by 36.4 percent in a period of a little more than 2 years—from the week preceding the Pearl Harbor attack to the week of March 5 to 11, 1944, when the new figures were taken. These data are as follows:

	Number of women employed
December 1–6, 1941	[4] 12, 090, 000
March 5–11, 1944	16, 480, 000

[3] See note 1 on p. 1.
[4] These are women who in March 1944 said they also were employed in December 1941.

Actually, the number of women going to work within this period has been far greater than these over-all figures would indicate, for of those at work before Pearl Harbor many had left employment by March 1944 and been replaced by new workers. For this reason, the entire number of new women entrants, not employed in early December 1941, totaled 6,650,000.[5]

Chief Sources of New Woman Labor Supply.

Where did this startling number of additional women workers come from? More than half of the new entrants had come to work from their homes, and about a third of them had been in school. The following summary indicates these and the minor sources of the new women workers:

Source of new women workers	*Number (in thousands)*	*Percent*
Total	6, 650	100. 0
Home housework	3, 710	55. 8
School	2, 280	34. 3
Under 14	240	3. 5
Other	80	1. 2
Labor-force status not ascertainable	340	5. 1

The response these new women workers have made to the needs of their country, their communities, and in many cases their own families indicates that when vital need arises women are available to meet it. When women are as ready as this, under voluntary systems, to take their part, compulsory methods appear entirely unnecessary, unless this country as a whole should face far more extreme situations than seem likely to arise. Furthermore, the willingness of a great body of women to come forward when the situation demands it places a corresponding responsibility squarely on the shoulders of industry and public authorities to include in their planning full consideration of the extent to which women are a large and normally increasing part of the labor force.

Women Who Left the Labor Force.

Though more than 80 percent of the women who reported that they had been employed before Pearl Harbor were still working in March 1944, over 2 million women—18.6 percent of those who were at work in December of 1941—left the labor force between the two dates under comparison. A consideration of where these women went may be of constructive interest to those who are planning for adjustments of workers after the war.

Of the women who left, more than 90 percent went to home housework, some were unable to work, and a very much smaller number went to school. Their numbers and distribution were as follows:

March 1944 status of women who left labor force	*Women who left labor force*	
	Number (in thousands)	*Percent*
Total	2, 180	100. 0
In home housework	2, 020	92. 7
Other	160	7. 3

[5] This takes no account of the multitude of shifts between occupations, nor of other changes in the interim period. For discussion of the former, see section on War Shifts in Women's Occupations, p. 10.

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Distribution of Woman Population as to Employment or Activity.

Of the entire female population of 14 years and over in March 1944, practically 20 percent were in the labor force both before Pearl Harbor and in March 1944, and in addition about 13 percent entered in the period between these two dates. A small proportion were women formerly in the labor force who had left it by March 1944. More than 60 percent of the women in the United States were not in the labor force either before Pearl Harbor or in March 1944. Over three-fourths of these—more than 25½ million women—were home houseworkers in both periods, small proportions were in school or unable to work at both times, and nearly 2½ million were under 14 before Pearl Harbor. This leaves almost 2 million women, besides a proportion of the home houseworkers, who still might be available if further additions to the country's labor forces are needed.

The women who have not gone to work undoubtedly are those whose economic situation neither requires nor tempts them to do so. There also are a number of localities where war industries have not developed, and women who for family reasons are unable to migrate have no increased opportunity for employment. Since Government contracts are now being curtailed, and in various parts of the country women who do need their earnings are being laid off, there appears to be little evidence that employment needs cannot be solved by a proper use of the existing labor force without calling on this reserve group of women.

The basic figures for the foregoing discussion [6] of the present situation are as follows:

Activity status	*Distribution of woman population*	
	Number (in thousands)	*Percent*
Woman population 14 and over, March 1944	52,320	100.0
In labor force March 1944	16,880	
In labor force both before Pearl Harbor and in March 1944	10,230	19.6
Entered labor force between December 1941 and March 1944	6,650	12.7
Not in labor force March 1944	35,440	
Not in labor force at either date [1]	33,260	63.6
Both dates:		
Home housework	25,550	
In school	1,580	
Unable to work	1,790	
Under 14 before Pearl Harbor	2,440	
Other [1]	1,900	
Left labor force between December 1941 and March 1944	2,180	4.2

[1] Includes 570,000 with status not reported for December 1941.

[6] See footnote on p. 3.

WAR SHIFTS IN WOMEN'S EMPLOYMENT IN MAJOR OCCUPATION GROUPS

The great net increases in woman employment do not show the shifts in and out of the labor force, nor the very considerable shifts between major groups of occupations. The March 1944 woman labor force is made up as follows:

	[*In thousands*]
Women employed March 1944	16,480
In same occupation as formerly	8,370
Not in same occupation as formerly	8,110
Changed occupation	1,460
Were unemployed formerly [1]	230
Entered labor force	6,420

[1] Includes those on emergency work.

Women Remaining in the Same Occupation Group as Before Pearl Harbor.

Of 9,830,000 women who were employed both before Pearl Harbor and in March 1944, 85 percent (8,370,000 women)[7] had remained in the same occupation groups in which they formerly worked. In every occupation group, more than three-fourths of the March 1944 women employees who were in the labor force before Pearl Harbor had remained in the same group as before. The summary next presented shows how the occupation groups differed in extent of retaining their women workers.

Perhaps it is of even greater significance that half of the total number of the women in the *entire March 1944 woman labor force* were in the same occupation group as before Pearl Harbor. This was true of more than 70 percent of the professional and semiprofessional and proprietary workers, more than 60 percent of those in domestic service and farm occupations. However, only a little over 40 percent of the sales, manufacturing,[8] and service workers other than domestic were in the same occupation as formerly, as were only about 50 percent of the clerical employees.

Occupation group	All women employed March 1944 (in thousands)	Women who in March 1944 said they were in same occupation group as before Pearl Harbor		
		Number (in thousands)	Percent of—	
			All women employed before Pearl Harbor and in this occupation in March 1944	All women in the group in March 1944
All occupations	16,480	8,370	85.2	50.8
Professional and semiprofessional	1,490	1,050	96.0	72.8
Proprietors, managers, and officials	650	460	86.6	71.1
Clerical and kindred	4,380	2,210	86.5	50.5
Sales	1,240	510	86.5	41.2
Craftsmen, foremen, operatives, and laborers except farm	4,920	2,060	78.2	41.9
Domestic service	1,570	1,000	90.9	63.9
Other services	1,650	700	76.4	42.5
Farm workers	560	340	93.8	60.8
Not classifiable	20	(1)		

[1] Less than 1,000.

[7] See table below, this page.

[8] This is the group craftsmen, foremen, operatives, and laborers except farm. It will be referred to in discussion as "manufacturing," though a small proportion of these workers are in other types of industry.

Labor-Force Status Before Pearl Harbor of Women Employed March 1944, by Occupation Group.

The occupations of women in March 1944 differed considerably in the proportion of their women workers who had been in the labor force (though not necessarily in the same occupation group) in the week before Pearl Harbor. For example, as the following summary shows, more than 70 percent of the women who in March 1944 were in the proprietary, professional, and domestic-service groups were in the labor force before Pearl Harbor. On the other hand, more than 50 percent of the women who were in sales, as well as more than 40 percent of those in the groups that had increased most largely, manufacturing and clerical work, were not in the labor force in December 1941, but entered employment directly from activities outside the labor force that engaged them before Pearl Harbor.

Occupation group	Percent[1] of women employed in March 1944 who before Pearl Harbor were—	
	In labor force	Not in labor force
All occupations	61. 0	39. 0
Proprietors, managers, and officials	82. 4	17. 6
Professional and semiprofessional	76. 3	23. 7
Domestic service	71. 0	29. 0
Farm workers	65. 0	35. 0
Clerical and kindred	59. 5	40. 5
Services other than domestic	57. 5	42. 5
Craftsmen, foremen, operatives, and laborers except farm	55. 9	44. 1
Sales	48. 0	52. 0

[1] For numbers, see table 4 in the appendix.

Women Who Entered the Various Occupational Groups After Pearl Harbor.

Though one occupation group had sustained a net loss,[9] in March 1944 every group had some women who were not so employed in December 1941. Of the total 8,110,000 women who came either from other occupations or from entirely outside the labor force, the largest proportion came from home housework, with the exception of clerical workers, to whom the schools furnished the largest group. The groups second in size that entered semiprofessional, sales, and farm occupations were from the schools, and to proprietary or managerial work more women transferred from other occupations than entered from any source except home housework. Manufacturing and service industries each acquired similar proportions of women workers from schools and from other occupations in the labor force. The following summary shows these data:

[9] 1944 compared to 1940. See p. 9, summary and footnote 11.

Occupation group	Women entering group since Pearl Harbor (in thousands)	Percent of entrants to group who came from—			
		Other occupations	Home housework	School	Other activities
All occupations	8,110	18.0	44.4	27.0	10.6
Professional and semiprofessional	400	11.1	44.6	34.9	9.4
Proprietors, managers, and officials	190	38.0	52.9	4.8	4.2
Clerical and kindred	2,170	15.9	30.7	44.8	8.7
Sales	730	11.0	50.1	28.8	[1] 10.1
Craftsmen, foremen, operatives and laborers except farm	2,860	20.1	50.9	19.1	[2] 10.0
Domestic service	570	17.6	46.8	15.7	[1] 19.9
Other services	950	22.9	45.0	19.1	[2] 12.9
Farm workers	220	10.3	58.1	18.9	[1] 12.8
Not classifiable	20	23.2	48.6	18.3	9.9

[1] Major group formerly under 14 years of age.
[2] 3 or 4 percent formerly unemployed.

Occupation Group in March 1944 of Women Not in the Labor Force Before Pearl Harbor.

More than half of the 6,420,000 women employed in 1944 who had entered the labor force since December 1941 were from home housework and about a third were from the schools. As has been mentioned, the major groups of new women workers went into manufacturing and clerical work, with the service and the sales groups next though acquiring considerably smaller numbers.

There were differences in the types of occupation that engaged women who had been home houseworkers, in school, under 14, or unemployed. Of the home houseworkers, 40 percent went into manufacturing, slightly less than half as many into the clerical and into the combined service groups, 10 percent into sales occupations. Of the school girls, nearly 45 percent became clerical workers, a fourth went into manufacturing jobs, and very roughly a tenth each into the sales and the combined service groups. A small but perhaps significant proportion went from school into semiprofessional types of work.

Of the girls who were under 14 before Pearl Harbor, 85 percent still were in school in March 1944. Of those who went to work after Pearl Harbor, only a very small proportion were unemployed in March 1944. The remainder naturally were young workers, for the most part with very little experience. Consequently, until they can acquire further training, their opportunity for employment is found chiefly in those occupations that do not demand much experience. Nearly half of them had taken work in domestic or other service occupations, about a fifth sales jobs, and very roughly a tenth each were in manufacturing, in clerical occupations, and on the farm.

Though the proportions of women unemployed just before Pearl Harbor were relatively small, considerable numbers of them had found jobs in one or another occupation by March 1944. It is not surprising that the largest groups of these had been taken on in the manufacturing and clerical lines of work, in which total increases were so great, and by service industries (especially other than domestic) which needed replacements badly since they were losing to the manufacturing and clerical groups. Very few went to professional or semiprofessional occupations, fewer yet to sales, fewest of all to proprietary and farm jobs.

The summary following shows the 1944 occupational distribution of these major groups of workers who entered the labor force after Pearl Harbor.

Occupation group	Percent distribution by occupation group of employed women who in March 1944 said that before Pearl Harbor they were—		
	Outside the labor force (total)	In home housework	In school
Total (in thousands)	[1] 6,420	3,600	2,190
	100.0	100.0	100.0
Professional and semiprofessional	5.5	5.0	6.4
Proprietors, managers, and officials	1.8	2.8	.4
Clerical and kindred	27.6	18.5	44.3
Sales	10.0	10.1	9.5
Craftsmen, foremen, operatives, and laborers except farm	33.8	40.5	24.9
Domestic service	7.1	7.4	4.0
Other services	10.9	11.9	8.3
Farm workers	3.1	3.5	1.9
Not classifiable	.3	.3	.2

[1] For numbers see table 4 in appendix.

Former Occupation Group of Women Who Shifted to New Occupations.

Of the women employed both before Pearl Harbor and in March 1944, there were 1,460,000 who changed their occupation group. The factors normally of greatest influence with women in making such shifts are the strength of demand in an occupation and the extent to which the worker can better her situation by the change. During the war period patriotic motives are added to these. Thus the movements tend to be toward those occupation groups that are seeking workers most urgently, notably the manufacturing, clerical, and to a less extent the service occupations other than domestic.

The movements also tend to be, naturally, toward the occupations considered more desirable than the ones engaged in, because of better conditions of work, higher pay, wider opportunity, or other inducement. Thus women formerly in domestic service have gone to other services and to manufacturing; those in other services have gone to the manufacturing and sales groups; those from manufacturing and sales, to clerical jobs; those from clerical, to manufacturing, managerial, and professional and semiprofessional work. Shifts in both directions have been considerable as between sales and manufacturing, between sales and clerical, and between domestic service and farm work.

New Employment of Women Who Changed Occupations.

Many of the 1,460,000 women who changed their employment after Pearl Harbor went into strikingly different lines of work. Over half those leaving service occupations and clerical work and some 40 percent leaving the professional group went to manufacturing. Practically half or more of those leaving sales, manufacturing, and the proprietary group went into clerical occupations. Of those leaving the farm, 60 percent went to domestic service.

Net Gain or Loss in Each Occupation Group Since 1940.

As might be expected, the greatest net increases in employment from the time of the 1940 Census to March 1944 have been in the manufacturing [10] and the clerical groups, which have added more than 2½ and 2 million women, respectively, some of them formerly in other occupations or unemployed and others not previously in the labor force. The sales group and services other than domestic have added roughly 400,000 each; the proprietary group, over 200,000; the farm occupations, a very much smaller number. It must be remembered that neither of the periods under discussion reflected the great seasonal employment on the farms that occurred in summer. The gain in the professional and semiprofessional group is trifling, and there has been an actual loss of just over 400,000 in domestic service.

The result of these changes is that the manufacturing and clerical occupations now engage a much larger proportion of all employed women than was the case in 1940.[11] The two occupation groups that ordinarily may be considered at opposite ends of the scale so far as training requirements are concerned, domestic service and professional employments, have in 1944 smaller proportions of all women workers than formerly. The remaining occupations—services other than domestic, sales, farm, and proprietary groups—have much the same proportions of the employed women as in 1940.

The following summary shows these data:

Occupation group	Number of employed women in March 1944 (in thousands)	Net changes since 1940 [1]		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
All occupations [2]	16,480	+5,340	+48.0	100.0	[2] 100.0
Professional and semiprofessional	1,490	+20	+1.2	13.2	9.0
Proprietors, managers, and officials	650	+230	+53.3	3.8	3.9
Clerical and kindred	4,380	+2,010	+84.5	21.3	26.6
Sales	1,240	+460	+58.4	7.0	7.5
Craftsmen, foremen, operatives, and laborers except farm	4,920	+2,670	+118.7	20.2	29.9
Domestic service	1,570	−400	−20.4	17.7	9.5
Other services	1,650	+390	+30.9	11.3	10.0
Farm workers	560	+90	+18.6	4.2	3.4

[1] Figures used for 1940 comprise the employed and also those seeking work who were experienced in the occupation. See note 11, this page, for reason for comparison with 1940 occupation data. The 1940 figures include the experienced unemployed, since they were a part of the labor force needing jobs, though their occupational allocation refers only to the occupation last engaged in and not their usual or normal occupation.
[2] Total exceeds details, since those in occupations not classifiable are not shown separately.

Over-all Employment and Occupation Shifts of Women.

In addition to the women newly entering the labor force, the previously unemployed who now have jobs, and those who changed from one occupation group to another, a statement of occupation shifts must note the 2,250,000 women estimated to have left the labor force in the period between 1940 and March 1944.[12] The combined shifts in

[10] See footnote 8, p. 5.
[11] The 1940 data are used for this one comparison for the following reasons: The available tabulations show March 1944 occupations of women according to employment or activity status before Pearl Harbor. A complete occupational count of those employed just before Pearl Harbor cannot be had, since the occupation distribution of those in the labor force before Pearl Harbor but having since left the labor force is not available. The nearest approach to occupational data for this latter group is in assuming that their occupational distribution was approximately the same as that of all women in the 1940 labor force, which has been done for the discussion on pp. 8–9 and in table 6.
[12] This does not take account of individuals making several shifts within the period.

employment and occupations had affected more than 10⅓ million women, not very far short of the whole number of women employed in 1940.

Adding to this the women who remained in the same occupation group as before gives a grand total of employment and shift data for 18¾ million women. This number, roughly 37 percent of the country's whole woman population,[13] has been involved in productive and service processes in the short period of about 2¼ years from the week before Pearl Harbor to March 1944. The summary following shows the figures contributing to this over-all picture of employment and shifts.

		[*In thousands*]
Total reported (remained in employment and shifted employment, combined)		[1] 18, 730
Remained in same occupation		8, 370
Shifted occupation or changed employment status		10, 360
In labor force in 1944	8, 110	
Not before in labor force	6, 420	
Formerly unemployed (out of a job)	230	
Shifted from one occupation to another [2]	1, 460	
Left labor force before 1944	2, 250	

[1] See note 13, this page. Takes no account of those not reporting 1944. See note 5, p. 3.
[2] See note 12, preceding page.

Another method of illustrating the magnitude of the shifts that have occurred is by comparing them with the March 1944 employment in each occupation group. Such a comparison shows a general shifting of more than 60 percent in and out of occupations in terms of present employment. The shift in the sales group and in service other than domestic has been more than 70 percent as great as the March 1944 woman employment; in domestic service and in manufacturing, more than 65 percent as great. Least shifting has occurred in professional and proprietary occupations. The summary following shows these shifts for each occupation group.

Occupation group	*Ratio of over-all employment shifts [1] to total March 1944 employment*
Total	62. 9
Professional and semiprofessional	47. 1
Proprietors, managers, and officials	42. 1
Clerical and kindred	60. 5
Sales	71. 5
Manufacturing	67. 4
Domestic service	61. 5
Other services	72. 9
Farm workers	56. 3

[1] Total comprises 10,360,000 women who shifted into and out of the labor force or changed occupations. See table 6 of appendix.

[13] See summary on p. 22.

CHANGES IN WOMAN EMPLOYMENT BY INDUSTRY GROUP

Practically half the women employed in March 1944 were in the same broad industry group as formerly, as the following summary shows:

	[*In thousands*]
Women employed March 1944	16,480
In same industry group as formerly	8,220
Not in same industry group as formerly	8,270
From other industry groups	1,620
Formerly unemployed	230
From outside the labor force	6,420

Women Remaining in Same Industry Group as Formerly.

Tabulation by industries from this material necessitates combinations into very broad groups. Though the particular occupation greatly influences shifts between industries, data from the sample do not permit correlation of occupation and industry. The summaries following indicate the combinations made along broad industrial lines.

It is not surprising that manufacturing had the smallest proportion of employees who were in the same industry class as formerly (except for the mining-construction-Government group, containing only a relatively small number of women; it is merely a residual group).

The largest proportions of the March 1944 women workers in the same industry group both before Pearl Harbor and in March 1944 were those in the domestic, personal, and recreation services; in the finance, business, and repair, and professional services; and in agriculture.

Industry group	Women in the industry group in March 1944 (in thousands)	Women in the same industry group December 1941 and March 1944	
		Number (in thousands)	Percent of all in the industry group in March 1944
All industries	16,480	8,220	49.9
Agriculture	580	350	60.5
Manufacturing [1]	5,590	2,380	42.6
Transportation, communication, public utilities	680	330	48.0
Trade, wholesale and retail	3,190	1,530	47.8
Finance, business, repair, professional	2,680	1,630	61.0
Domestic, personal, recreation services	2,660	1,660	62.5
Other (mining, construction, Government, forestry, fishing) [2]	1,080	330	30.7
Not ascertainable	20	(3)	

[1] See p. 12 for industries included in each manufacturing group.
[2] These were combined, since this is an "other" industry group.
[3] Less than 5,000.

Women Who Remained in the Labor Force.

Of the women employed in March 1944 in the business-professional group and in domestic and other services, about 70 percent were in the labor force before Pearl Harbor. On the other hand, only 55 to

57 percent of those in trade, in manufacturing, and in the mining-construction-Government group formerly were in the labor force, as appears in the following:

Industry group	Percent who before Pearl Harbor were— In labor force	Not in labor force
All industries	61.0	39.0
Agriculture	64.8	35.2
Manufacturing [1]	56.8	43.2
Transportation, communication, public utilities	60.9	39.1
Trade, wholesale and retail	56.2	43.8
Finance, business, repair, professional	69.6	30.4
Domestic, personal, recreation services	69.1	30.9
Other (mining, construction, Government, forestry, fishing)	54.6	45.4

[1] See text following for industries included in each manufacturing group.

The Various Manufacturing Industries.

Manufacturing industries have been tabulated in separate divisions in order to show the shifts in woman employment between the various types of manufacturing industries, shifts which are of particular importance in wartime. Group I contains the workers in major war manufacturing—in the metal, chemical, and rubber industries. Group II is composed of workers in the consumer industries that supply both the civilian population and the armed forces with essentials—food, clothing, textiles, and leathers. The remaining manufacturing employees are placed in group III. As the following summary shows, group I, the essential war industries that have expanded so rapidly, differed from the two other manufacturing groups in two respects: Its labor force included much smaller proportions of its own former employees, and its recruitment of new personnel was very much greater from within the labor force as well as from outside sources.

Manufacturing group	Women in the industry group in March 1944 [1] (in thousands)	Percent who formerly were— In same manufacturing group	In another manufacturing group	In industry groups other than manufacturing	Outside the labor force
All manufacturing	5,590	38.0	4.6	12.0	43.2
Group I	2,690	23.6	7.7	17.7	49.1
Group II	2,160	53.8	1.0	5.8	36.9
Group III	730	43.8	4.3	9.8	40.3

[1] Totals exceed cross details; in all manufacturing, about 2 percent were unemployed; in group I, 2 percent; in group II, 2.5 percent; in group III, 1.8 percent.

New Entrants to Each Industry Group.

With one exception, the largest numbers of new entrants to every industry group came from home housework, and in almost all groups the second largest number came from the schools; however, 20 percent of the total shifted from other industry groups. Home houseworkers made up nearly 60 percent of the newcomers to agriculture and half those to the domestic-and-personal-service group; and in each of these, schoolgirls were 18 percent of the new workers. On the other hand, the situation was reversed for the transportation-communication group, home houseworkers constituting only 26 percent of the new employees and girls out of school 46 percent. Workers from these two sources

were more nearly equal in number in the business-professional group. The residual mining-construction-Government group differed from the others in that almost as many women newly employed came from other industry groups as from home housework, in each case nearly a third. This and manufacturing group I drew from other industries larger proportions than any other group, and agriculture, trade, manufacturing II, and the services group drew least from other industries.

Regarding those from other sources, the major groups in agriculture and the domestic and personal services were under 14 years of age before Pearl Harbor. Considerable numbers of women formerly unemployed were taken on in each manufacturing group, in trade, and in the miscellaneous mining-construction-Government group. Manufacturing II and the business-professional group took considerable numbers of girls formerly under 14, but larger numbers of those formerly unemployed.

Industry group	New entrants to the industry since Pearl Harbor (in thousands)	Percent who came from—			
		Other industries	Home housework	School	Other activities
Total	[1] 8,270	19.6	43.5	26.5	10.4
Agriculture	230	10.5	58.5	18.1	[2] 12.9
Manufacturing	[3] 3,210	21.0	45.6	24.8	8.6
Group I	2,060	33.2	39.9	20.5	[4] 6.4
Group II	1,000	14.7	48.3	25.8	[5] 11.2
Group III	410	25.2	38.4	28.3	[4] 8.1
Transportation, communication, public utilities	360	24.1	26.4	45.6	4.0
Trade, wholesale and retail	1,670	14.3	45.4	28.4	[4] 11.9
Finance, business, repair, professional	1,040	19.9	39.6	32.4	[5] 8.1
Domestic, personal, recreation services	1,000	15.0	49.7	18.0	[2] 17.2
Other (mining, construction, Government, forestry, fishing)	750	31.3	31.5	26.6	[4] 10.6

[1] Total exceeds details, as industry for 10,000 new entrants not ascertainable.
[2] Major group under 14 before Pearl Harbor.
[3] Details here exceed total entrants to all manufacturing industries, as 260,000 women shifted from group to group within manufacturing.
[4] Major group formerly unemployed.
[5] Includes considerable numbers of those formerly under 14, but larger numbers of unemployed.

Distribution of New Entrants to Labor Force.

Of the women who entered employment from home housework, 40 percent went to manufacturing, chiefly to groups I and II, about half as many to trade, 14 percent to the domestic and personal services, and a somewhat similar proportion, 12 percent, to the business and professional group.

Of the newly employed schoolgirls, proportions similar to those of home houseworkers entered the total manufacturing and trade groups, but a very much smaller proportion went into the domestic and personal services.

Of the girls under 14 entering the labor force, 40 percent went into trade, 35 percent to the domestic and personal services, nearly 10 percent to agriculture. Relatively few entered manufacturing industries, none the third group.

More than half of the unemployed went to manufacturing, chiefly to groups I and II, but very roughly a tenth of them went to each of the

groups of trade, domestic and personal services, mining-construction-Government, and business-professional.

Industry group	Percents entering the industry groups specified who before Pearl Harbor were—	
	In home housework	In school
Number of women (in thousands)	[1] 3,600	[1] 2,190
Percent	100.0	100.0
Agriculture	3.7	1.9
Manufacturing	40.6	36.3
Group I	22.8	19.2
Group II	13.4	11.7
Group III	4.4	5.3
Transportation, communication, public utilities	2.6	7.4
Trade, wholesale and retail	21.0	21.6
Finance, business, repair, professional	11.5	15.4
Domestic, personal, recreation services	13.8	8.2
Other (mining, construction, Government, forestry, fishing)	6.6	9.1

[1] Total exceeds details, as industry group not ascertainable for very small proportions.

Major Shifts Between Industry Groups.

The over-all of shifts between industry groups made in the war period by women who were employed both before Pearl Harbor and in March 1944 involved nearly 2 million women. The largest proportions who entered the various manufacturing groups, the transportation-communication, and the mining-construction-Government groups were from trade. Women entering agriculture, trade, and business-professional went in greatest numbers from the domestic and personal services. Manufacturing group I gained from group II, and each of the manufacturing groups gained from the domestic and personal services. It must be borne in mind that these figures are estimates based on a small sample.

More than 60 percent of the women who left agriculture went to the domestic and personal services. The major war manufacturing industries (group I) attracted more than 50 percent of those leaving manufacturing (groups II and III) and 30 to 40 percent of those leaving the trade, business-professional, and domestic-and-personal-service groups. However, some women went from manufacturing I to the mining-construction-Government group, as did the largest number of those leaving transportation-communication. These may have been largely clerical workers. Of those leaving mining, construction, and so forth, the largest proportion went to business-professional.

Net Gain or Loss in Each Industry Group Since 1940.[14]

Woman employment increased by nearly 50 percent from 1940 to March 1944. However, this does not take account of the 1,710,000 women who were on emergency work or unemployed in 1940, who in reality were a part of the labor force at that time. Addition of these to the 1940 labor force reduces the increase in woman employment by 1944 to about 36 percent.

As would be expected, the greatest increase was in the war industries

[14] See footnote 11, p. 9, for explanation of use of 1940 figures for comparison here, and footnote 1 to summary on p. 9 concerning inclusion of experienced unemployed.

(group I of manufacturing). Next came the mining-construction-Government group, and then transportation-communications. Much smaller increases than elsewhere occurred in the business-professional and agricultural groups, and the domestic and other services group declined considerably.

Naturally, in 1944 a very much larger proportion of the woman labor force than in 1940 was in the war manufacturing industries, and the small proportion in the mining-construction-Government group almost doubled. Smaller proportions of the women employed in 1944 than in 1940 were in the domestic and other services group and the business-professional group. The remaining industry groups contained fairly similar proportions of all women workers in 1940 and in 1944, this being true also of the manufacturing groups II and III, not the primary war industries. The following summary shows the changes in industry distribution of woman employment, 1940 to 1944:

Industry group	Women employed in March 1944 (in thousands)	Net change in woman employment since 1940 [1]		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
Total	16,480	[2] +5,340	[2] +48.0	[3] 100.0	[3] 100.0
Agriculture	580	+90	+19.4	4.4	3.5
Manufacturing	5,590	+3,270	+140.7	20.8	33.9
Group I	2,690	+2,210	+462.7	4.3	16.3
Group II	2,160	+830	+62.6	12.0	13.1
Group III	730	+220	+42.6	4.6	4.4
Transportation, communication, public utilities	680	+340	+98.4	3.1	4.2
Trade, wholesale and retail	3,190	+1,160	+57.2	18.2	19.4
Finance, business, repair, professional	2,680	+300	+12.6	21.3	16.2
Domestic, personal, recreation services	2,660	−290	−9.9	26.5	16.1
Other (mining, construction, Government, forestry, fishing)	1,080	+700	+180.0	3.5	6.6

[1] See footnote 1, p. 2, for reason for comparison with 1940 industry data.
[2] Takes no account of the women who in 1940 were unemployed or on emergency work and who were a part of the labor force. Their inclusion reduces the increase to about 36 percent.
[3] Total exceeds details slightly, since those not classifiable are not included.

The Employment Situation Within Each Industry Group.

Manufacturing.—The war manufacturing industries (group I) showed the enormous net gain in woman employment from 1940 to 1944 of more than 460 percent, and this produced a large gain in the total manufacturing employment of women.

The war industries (group I) drew roughly almost equal numbers of women from home housework and from other industry groups, chiefly from trade, the domestic and personal services, and the second manufacturing group. The essential supply industries (group II) and all other manufacturing (group III) drew their new woman workers most largely from home housework and schools. Group II drew the smallest proportion of its new women workers from other industry groups. Other industry sources of women workers for groups I and II were largely trade and the domestic and personal services, and to some extent the business-professional group. Group III also drew a considerable number of women from group II, and group II from group I. All three groups, but especially I and II, took on relatively large numbers of the unemployed women.

Of those leaving these industries many women went to trade, considerable numbers from groups I and III to business-professional industries, and some from group I to mining-construction-Government. As has been indicated, there also was considerable shifting in the woman labor force between the manufacturing groups, from the war industries (I) to the supply industries (II), and from groups II and III to the war industries.

Mining-Construction-Government.—This group shows a larger proportional increase from 1940 to 1944 than any other except war manufacturing. It gained roughly a third of its new workers each from home housework and from other industries, with a proportion only a little smaller from the schools. Of those entering from other industries, the largest numbers were from trade and the business-professional group. Smaller numbers were from the domestic and other services and from women formerly unemployed. Of those leaving this industry group for other employment, most went to the business-professional group, considerably smaller numbers to the essential supply industries (group II).

Transportation-Communication-Public Utilities.—Woman employment in this industry group almost doubled from 1940 to March 1944. Not far from half of its new women employees came from the schools, and more than a fourth came from housework. From other industries, this group gained women workers from trade and from domestic and other services, with considerable numbers also from the business-professional group. Its losses of women were largely to the mining-construction-Government group and to the war manufacturing industries (group I), with considerable numbers going also to the business-professional group.

Trade.—It may seem surprising that this group had well over half again as many women employees in March 1944 as in 1940. Not far from half the new women workers in trade came from home housework, more than a fourth from the schools, and fewer than in any other group had been in other industries. However, some women entered trade from the domestic and other services, smaller numbers from the business-professional group, the manufacturing supply industries (group II), and those formerly unemployed. Of the women leaving trade, most went to manufacturing, especially to the war industries (group I); some went to the mining-construction-Government group, and somewhat smaller numbers to the business-professional group.

Agriculture.—This group employed almost 20 percent more women in the spring of 1944 than in the spring of 1940. About 60 percent of its new women entrants came from home housework, the group next in size from schools. Of the women from other industry groups over 65 percent were from the domestic and other services. Of the women leaving agriculture, over 60 percent went to the domestic and other services, nearly 10 percent to manufacturing I.

Finance-Insurance-Business-Professions.—This industry group had over 10 percent more women employees in March 1944 than in 1940. Very roughly a third of its new women workers came from each of the sources home housework and the schools. Of those from other industry groups the largest numbers formerly were in trade and the domestic and other services. Appreciable numbers came from among the unemployed and the girls who had been under 14. Of the women who left this group for other industries, most went to war manufacturing

(group I), much smaller numbers to mining-construction-Government and to trade.

Domestic-Personal-Recreation Services.—This was the only group that sustained a net loss in number of women workers between 1940 and March 1944. Though it had this net loss, some women had come newly into such employment. Half these came from home housework, and groups of similar size were from schools and from other industries, chiefly from agriculture, with smaller numbers from trade. Considerable numbers of women workers under 14 years of age entered this group. Of the women leaving these services, most went to manufacturing, especially to the war industries (group I), and appreciable numbers went to trade and to the business-professional group.

MARITAL STATUS OF WOMEN WAR WORKERS

To the worker, the items of greatest importance about her job are the character of the work, the conditions under which it is done, and the amount it pays. Whether she be married or single has in itself no bearing on her job. Whatever their marital status, most working women must support themselves, and in many cases others as well. Among single as well as married women a large proportion are homekeepers and many also care for children. Whether she be single or married, the household responsibilities of the woman worker in addition to her outside job may affect seriously her health and efficiency.

To the employer, the important attribute of his workers is their efficiency on the job, and their marital status is of no concern to him unless it should affect the efficiency or regular attendance of his labor force.

Though marital status is of far less significance in the job than other factors, it is a matter of continuous interest. This may be partly because the more significant factors are so much more difficult to determine than the relatively simple data as to marital status. It also is in part a relic of the early idea that society has the right to regulate the lives of women in more personal matters than it does the lives of men.

In 1940, as at all previous census dates, many more single than married women were working, though married women far exceeded single women in the population. A number of things contributed to this. Aside from the matter of tradition, it has become customary for the young woman to develop expertness in some occupation, to be taught that it is incumbent on her to work as a matter of course, to be at least self-supporting, and often to contribute to the family funds more than the amount of her own upkeep.

Increases in Employment of Women, by Marital Status.

Employment increases in the war period were very much greater among married than single women, both in numbers and in proportions of their marital group that entered the labor force, as the following shows:

	Employment increases from 1940 to March 1944	
	Number (in thousands)	*Percent*
Single women	1,700	32
Married women	3,130	75

The large increase among single women is not surprising, since if not already employed they are likely to be more free than married women to go to work. As noted on page 2, marital status was not obtained in March but was transcribed from the February schedule for the same family. In cases where marital status was not available from the February schedule, a woman was listed as single unless there was a man of similar age in the family and no other woman possibly his wife. This explains the difference between the marital-status figures shown here and the February figures reported by the Census. In this time of pressure for added labor supply, the married women for the first time in this country's history exceeded single women in the employed group, and that by nearly 2 points (1.7) in March 1944. Since this was a period of accelerated marriage, the proportion of the married women in the population also had increased, as will be discussed later (p. 21). Numbers then employed were as follows:

	Women employed March 1944	
	Number (in thousands)	*Percent*
Total	16,480	100.0
Single	7,030	42.7
Married	7,310	44.4
Widowed or divorced	2,140	13.0

Various Groups of Married Women.

To discuss married women as a complete group loses sight of significant differences in labor-force status between those whose husbands are present in the home and those whose husbands are absent for one reason or another. Women with husbands absent constitute 12 percent of all married women, but they are 26 percent of the married women employed. The data now made available separate information as to married women with husbands present and those with husbands absent, and for the first time those whose husbands are in the armed forces also are singled out. The latter group has become important during this war period in the increase in employment, as the following shows, though a considerable proportion of the service men's wives had left the labor force before March 1944. (See p. 19.)

This section of the report includes some discussion of these various groups of married women, but again attention must be called to the fact that, as explained on page 2, the figures are estimates from a sample. Therefore, while they give a good general indication as to the relationships of the various groups, including the relative place of some that are quite small in comparison with others, they cannot be interpreted as measuring the size of these groups with exactitude.

	Women employed in March 1944		
	Number (in thousands)	*Percent*	*Percent in 1940*
All women	[1] 16,480	100.0	100.0
Single	7,030	42.7	47.9
Married	7,300	----	----
Husband present	5,370	32.6	31.9
Husband absent—			
In armed forces	1,280	7.7	5.6
Not in armed forces	650	4.0	----
Widowed or divorced	2,140	13.0	14.6

[1] Total exceeds details, as there were 10,000 women for whom husbands' status was not ascertainable.

Women's Labor-Force Status, by Marital Status in March 1944.

Of the women who were in the labor force both before Pearl Harbor and in March 1944, 42 percent were single, 30 percent married with husband present, 16 percent widowed or divorced. Of the new entrants after Pearl Harbor, nearly 44 percent were single, about 36 percent married with husband present, nearly 10 percent were women with husbands in the armed forces, and a somewhat smaller proportion were widowed or divorced.

Of the women not in the labor force in either period, the March 1944 status was that 65 percent were married with husband present, 17 percent single, 13 percent widowed or divorced. Eighty percent of the total were in home housework, some were in school, a few had been under 14 before Pearl Harbor.

Of those who had left the labor force between the Pearl Harbor date and March 1944, 62 percent were married with husband present, about 12 percent each were single or were service wives, nearly 10 percent widowed or divorced. Of the total of this group nearly 93 percent had gone into home housework.

Marital status	Percent in each marital status of those who—			
	Were in labor force at both dates	Entered labor force between dates	Were not in labor force at either date	Left labor force since Pearl Harbor
All groups (in thousands)	10,230	6,650	33,260	2,180
Single	42	44	17	12
Married:				
Husband present	30	36	65	62
Husband absent—				
In armed forces	7	9	3	13
Other	5	3	2	3
Widowed or divorced	16	8	13	10

Relative Stability of Single and Married Women Workers.

A consideration of the women at work in March 1944 who were employed before Pearl Harbor shows as very nearly equal the stability of single and married women. In each group between 56 and 59 percent had been employed before Pearl Harbor, and the numbers of the single and the married women who were at work in both periods are remarkably similar. Of those employed before Pearl Harbor who had continued to work, the smallest proportion was among the women with husbands in the armed forces. Even of these, more than half were employed at both times, but their not remaining employed may be explained by the availability of financial allotments for their livelihood and by their assumption of new responsibilities of home and children, which would fill their time. Increased mobility during wartime might add to or detract from numbers of employed married

women in various areas, depending on a variety of factors. The following summary shows the figures just discussed, with others:

Marital status	Employed before Pearl Harbor and in March 1944	
	Number employed at both dates (in thousands)	Percent of all March 1944 employed women
All women	9,830	59.7
Single	4,140	58.9
Married	[1] 4,130	56.4
Husband present	3,010	56.1
Husband absent—		
In armed forces	660	51.5
Not in armed forces	450	68.5
Widowed or divorced	1,560	73.1

[1] Total exceeds details, as status of some husbands not ascertainable.

Marital Status and Former Activity of New Accessions to the Woman Labor Force.

Of the 6,650,000 women in the labor force in 1944 who were not employed before Pearl Harbor, over 40 percent were single and a number not very far short of this were married, with husbands present.

Among the single women, 68 percent formerly were in school. Among the 2 million young women who had been in school, about 90 percent were single women (1,970,000 of them). However, there were a considerable number of young wives with husbands now in the armed forces who were former schoolgirls.

Of the 3½ million women workers who formerly were home housework, more than 2 million were married with husbands present in the home.

The summary following shows the previous activities of the major proportions of the new women workers in the various marital groups:

Marital status	New women workers in 1944 (in thousands)	Percent who before Pearl Harbor were—			
		Unemployed	In home housework	In school	Other
Total	6,650	3.4	54.1	33.0	9.5
Single	2,890	4.4	13.5	68.0	14.0
Married	3,190	1.7	86.0	7.0	5.4
Husband present	2,360	1.1	91.3	3.5	4.1
Husband absent—					
In armed forces	620	2.4	67.7	20.4	9.5
Not in armed forces	210	5.8	80.1	6.2	7.9
Status of husband not ascertainable	[1]		100.0		
Widowed or divorced	570	7.7	81.4	.8	10.1

[1] Less than 5,000.

Marital Status and Activity of Women Who Left the Labor Force.

Among the women who were employed just before Pearl Harbor, 2,250,000 left employment prior to March 1944. Over 60 percent of these are married women with husbands present. More than a tenth are those with husbands in the armed services, a smaller proportion are single women, and still fewer are widowed or divorced. In each group the great majority of those who left employment returned to

home housework; in the case of married women with husbands present, this group comprises over 96 percent of all those leaving. Very roughly a tenth of the widowed or divorced women and of those with husbands in the armed forces are still in the labor force but unemployed in March 1944, and this is true of a somewhat larger proportion of the single women. Small numbers have returned to school, nearly all of these being single girls.

The summary following shows the activities of the women in each marital group who left employment between Pearl Harbor and March 1944.

Marital status	Women who left employment since Pearl Harbor (in thousands)	Percent who in March 1944 were—			
		Unemployed	In home housework	In school	Other [1]
All women	2,250	6.0	87.8	0.5	5.7
Single	280	13.0	62.5	2.7	21.8
Married:					
Husband present	1,370	3.0	96.3	(2)	.7
Husband absent—					
In armed forces	300	10.1	86.2	.5	3.3
Not in armed forces	80	8.6	83.0	.7	7.8
Status of husband not ascertainable	(3)		100.0		
Widowed or divorced	210	9.1	70.6	.7	19.6

[1] Includes those unable to work.
[2] Less than 0.05 percent.
[3] Less than 5,000.

Increasing Employment of Married Women.

Though single women formerly have made up the greater part of this country's woman labor force, it has become necessary for an increasing number of married women to work, a factor in American economy that cannot be ignored. To begin with, there now are in the population about 2½ million more married women and some millions fewer single women than in 1940 to help carry on the country's production and services. The proportion of married women in the entire woman population increased by 8 or 9 percent, 1940 to 1944, while the number of single women declined by from 6 to 9 percent.

The time has passed when a woman automatically can leave the labor market merely because of her marriage. Efforts to push her out for that inconsequential reason may result in unwarranted family hardship. In an increasing number of instances her earnings are necessary to support the new home. In many cases she could not marry unless her earnings helped to establish the home. In perhaps more cases she could not marry unless she continued to shoulder her premarital financial responsibilities in her parents' home. An important population trend that contributes considerably to this situation is the increase in the proportion of older persons. Young persons often must continue after marriage to carry part of the support of family members who are passing beyond working age or are so young as still to be in school. The responsibility of the individual family for its older members is likely to be unchanged for a number of years to come, since the proportion of these older persons in the population is increasing and their needs are not yet adequately provided for

through the developing assurance systems. In many families some part of this load is being assumed, and must continue to be assumed, by the working wife and the married daughter.

During the war period more than a million married women with husbands present have left employment—1,370,000—most of them to enter home housework. This indicates that those who are able to do so in general are likely to return to their homes. Those who remain in their occupations find it necessary to continue work for some reason, and in the postwar period they should not be discriminated against in employment for arbitrary reasons, such as marital status, that have no connection with their working ability.

The proportional increase in married women, combined with other economic and population factors such as have been discussed, makes it probable that after the war there will be more married women in the labor force than before the war, though the number is likely to be smaller than at the war peak.

The proportions among the women of each marital group who were employed in 1940 and in March 1944 are as follows:

Marital status	Woman population in 1940 [1]		Woman population in March 1944		
	Number (in thousands)	Percent employed in 1940 [2]	Number [3] (in thousands)	Percent change from 1940	Percent employed in March 1944
Total	50,550	22.0	52,320	+3.5	31.5
Single [4]	13,940	38.3	13,110	−6.0	53.6
Married	30,090	13.9	32,490	+8.0	22.5
Widowed or divorced	6,520	25.0	6,720	+3.0	31.8

[1] U. S. Census of 1940. Population, Vol. IV, table IX, p. 5, and table 2, p. 9.
[2] Ibid., Vol. III, table 68, p. 111.
[3] Marital status figures shown here were transcribed from February schedules. See text on p. 18 for explanation.
[4] Marital status of population shown only for persons 15 and over. Age group 14 assumed to be single.

AGE OF WOMEN WORKERS AND WOMEN NOT AT WORK

Of the women in the labor force in March 1944, 55 percent were under 35 years of age, but of those not in the labor force nearly 60 percent were 35 years of age or older, more than 40 percent being at least 45.

Of women in the labor force before Pearl Harbor as well as in March 1944, over half were 35 years of age or older. The largest group were 45 years old or more, with almost as many 25 to 34. The opposite situation existed among those that newly entered the labor force during the war period, nearly half being under 25 years of age and the largest group under 20.

Of workers who were not in the labor force at either date, 60 percent were 35 years old or more, the largest group being 45 or over. However, of former workers who had left the labor force during the war, 60 percent were under 35, the largest group being 25 to 34.

Labor-force status	Number of women (in thousands)	Percent whose age in March 1944 was—				
		Under 20	20–24	25–34	35–44	45 or over
Total in labor force in March 1944	16,880	13.1	18.8	23.0	21.5	23.5
In labor force before Pearl Harbor and also in March 1944	10,230	2.9	18.9	26.3	23.9	27.9
Entered labor force since Pearl Harbor	6,650	28.6	18.7	17.9	17.9	16.8
Total not in labor force in March 1944	35,440	13.4	7.9	19.8	17.6	41.3
Not in labor force at either date	33,260	14.0	6.8	18.9	17.6	42.6
Left labor force since Pearl Harbor	2,180	4.0	23.9	33.6	17.2	21.1

Former and Present Activity Status, by Age.

Among the home houseworkers, nearly half of those who did not enter the labor force were 45 years of age or more, but of those who went to work after Pearl Harbor over 70 percent were under 45.

Almost a third of the schoolgirls entering the labor force after Pearl Harbor were at least 20 years of age, but of those who did not take jobs only 15 percent were as old as 20.

Few of the women formerly unable to work took jobs after Pearl Harbor; of those who did not take jobs over 90 percent were 45 or more.

Labor-force status in 1941 and subsequent status	Number of women (in thousands)	Percent who were—		
		Under 20	20–44	45 or over
In home housework in 1941:				
Entered labor force	3,710	1.7	70.1	28.2
Did not enter	26,070	1.0	52.2	46.8
In school in 1941:				
Entered labor force	2,280	68.6	31.3	.1
Did not enter	2,200	85.3	14.7	----
Unable to work in 1941:				
Did not enter	1,820	1.4	7.7	91.0

Labor-Force Status and Marital Status, by Age.

Of the single women in the labor force in March 1944, 90 percent were under 45 years of age; of those who were widowed or divorced, more than 60 percent were 45 or over. Among the women in the labor force, practically a third of those who were married with husbands present and of those with husbands absent but not in the armed forces were 45 years of age or older. Those with husbands in the armed services were younger women. This distribution of the women of each marital status was similar for the groups that entered the labor force after Pearl Harbor and those who already were in the labor force, except that the women newly entering from the group with husbands absent but not in the armed services tended to be younger than those of the same marital group but already in the labor force.

Among those who were not in the labor force, over 70 percent of the single women and more than a tenth of the women with husbands in the armed services were under 20 years of age. In every other group those not in the labor force tended to be older; more than 90 percent of the widowed and divorced and more than 40 percent of those married

but with husbands present, or husbands absent but not in the armed forces, were at least 45. The proportions who were 45 years of age or older were larger among those who formerly were not at work than among those who had left the labor force, except for single women, among whom more than a tenth of those who left the labor force were under 20 years of age and hence may be expected to have resumed their schooling.

APPENDIX—GENERAL TABLES

[Note.—Because of rounding of numbers, details and totals do not agree in all cases.]

TABLE 1.—*Activity status in March 1944 of women 14 years old or more at that time, by their activity status in week preceding Pearl Harbor*

[In thousands]

Activity status in week before Pearl Harbor	Women in status specified in week before Pearl Harbor	Activity status in March 1944							
		Women in labor force			Women not in labor force				
		Total	Employed	Unemployed	Total	In home housework	In school	Unable to work	Other
Total	[1] 52,320	16,880	16,480	400	35,440	28,750	3,940	2,310	430
In labor force	12,410	10,230	10,060	170	2,180	2,020	20	70	70
Employed	12,090	9,970	9,830	130	2,120	1,980	10	70	60
Unemployed	320	260	230	40	60	40	[2]	[2]	10
Seeking work	100	90	70	20	10	10	----	----	[2]
Not seeking	80	60	50	10	20	10	[2]	[2]	[2]
Emergency work	140	110	110	[2]	40	30	----	[2]	[2]
Not in labor force	39,000	6,310	6,100	210	32,690	26,240	3,890	2,210	350
In home housework	29,780	3,710	3,600	110	26,070	25,550	20	390	110
In school	4,480	2,280	2,190	90	2,200	520	1,580	10	90
Unable to work	1,830	10	10	----	1,820	30	[2]	1,790	----
Under 14	2,670	240	230	10	2,440	120	2,290	10	20
Other	230	70	70	[2]	160	30	----	10	120
Labor-force status not ascertainable	910	340	330	10	570	490	30	30	10

[1] Woman population 14 years old or more in March 1944.
[2] Less than 5,000.

TABLE 2.—*Activity status of major groups of women in March 1944, by status in week preceding Pearl Harbor*

Activity status	Women in status specified in week before Pearl Harbor (in thousands)	Percent of group specified whose status in March 1944 was—				
		Employed	Unemployed	In home housework	In school	Other
In labor force:						
Employed	12,090	81.4	1.1	16.4	0.1	1.1
Unemployed	320	69.3	12.0	13.2	1.2	4.3
Not in labor force:						
In home housework	29,780	12.1	.4	85.8	.1	1.7
In school	4,480	48.9	1.9	11.7	35.2	2.3
Under 14	2,670	8.5	.3	4.3	85.7	1.2

TABLE 3.—*Percent distribution of chief groups of women in March 1944 according to activity status in week preceding Pearl Harbor*

Activity status	Percent distribution before Pearl Harbor of women who in March 1944 were—				
	In all types of activity	Employed	Unemployed	In home housework	In school
Total (in thousands)	[1] 52,320	16,480	400	28,750	3,940
	100.0	100.0	100.0	100.0	100.0
In labor force:					
Employed	23.1	59.7	33.5	6.9	0.3
Unemployed	.6	1.4	9.7	.1	.1
Not in labor force:					
In home housework	56.9	21.8	28.3	88.9	.4
In school	8.6	13.3	21.6	1.8	40.1
Unable to work	3.5	.1	-------	.1	.1
Under 14	5.1	1.4	2.1	.4	58.2
Other and not ascertainable	2.2	2.4	4.7	1.8	.8

[1] Women 14 years old or more in March 1944.

TABLE 4.—*Occupation group of women employed in March 1944, by labor-force status in week preceding Pearl Harbor*

[In thousands]

Occupation group	Number of women in the group March 1944	In labor force both before Pearl Harbor and in March 1944		Not in labor force before Pearl Harbor	
		Number	Percent of all in occupation group March 1944	Number	Percent of all in occupation group March 1944
Total	16,480	10,060	61.0	6,420	39.0
Professional and semiprofessional	1,490	1,140	76.3	350	23.7
Proprietors, managers, and officials	650	540	82.4	110	17.6
Clerical and kindred	4,380	2,610	59.5	1,770	40.5
Sales	1,240	590	48.0	640	52.0
Craftsmen, foremen, operatives, and laborers except farm	4,920	2,750	55.9	2,170	44.1
Domestic service	1,570	1,110	71.0	450	29.0
Other services	1,650	950	57.5	700	42.5
Farm workers	560	360	65.0	200	35.0
Not classifiable	20	10	25.1	20	74.9

TABLE 5.—*Occupation group in December 1941 of women who shifted to new occupation group before March 1944*

Occupation group in March 1944	Percent distribution of women according to occupation group in which employed before Pearl Harbor							
	Professional and semiprofessional	Proprietors, managers, and officials	Clerical and kindred	Sales	Craftsmen, foremen, operatives, and laborers except farm	Domestic service	Other services	Farm workers
All occupations (1,460,000 women)	5.3	2.2	7.0	17.1	13.4	27.4	19.0	7.5
Professional and semiprofessional	-------	3.4	32.4	20.6	12.4	8.8	14.2	8.1
Proprietors, managers, and officials	1.0	-------	22.1	33.6	15.7	4.7	20.6	2.4
Clerical and kindred	8.5	4.7	-------	33.7	32.3	5.7	12.1	1.9
Sales	10.2	-------	19.8	-------	26.7	9.7	29.7	1.1
Craftsmen, foremen, operatives, and laborers except farm	5.6	1.7	9.3	14.0	-------	34.7	29.3	4.5
Domestic service	2.9	.4	-------	1.6	4.7	-------	23.3	65.6
Other services	.7	1.1	1.4	8.8	17.0	68.7	-------	1.7
Farm workers	6.8	7.0	-------	-------	21.4	64.8	-------	-------

TABLE 6.—*Over-all of women's employment in same occupation and their shifts in and out of labor force and between occupations, December 1941 to March 1944*

[In thousands]

Occupation group	Women who remained in same occupation and women who changed activity or occupation, December 1941 to March 1944 combined [1]	Women in same occupation in March 1944 as before Pearl Harbor	Women who shifted their occupation or employment status				
			Grand total, all shifts	Entered labor force or changed occupation since Pearl Harbor			Left the labor force before March 1944 [2] (estimate)
				Total	Entered employment	Changed occupation	
All occupations	[1] 18,730	8,370	10,360	8,110	6,650	1,460	2,250
Professional and semiprofessional	1,780	1,080	700	400	360	40	300
Proprietors, managers, and officials	740	460	270	190	120	70	90
Clerical and kindred	4,860	2,210	2,650	2,170	1,830	340	480
Sales	1,400	510	890	730	650	80	160
Craftsmen, foremen, operatives, and laborers except farm	5,380	2,060	3,320	2,860	2,290	570	460
Domestic service	1,970	1,000	960	570	470	100	400
Other services	1,910	700	1,200	950	730	220	260
Farm workers	660	340	320	220	200	20	100
Not classifiable	50	[3]	50	20	20	10	30

[1] Does not take account of individuals making several shifts within the period.
[2] Distributed according to 1940 Census of Occupations of employed women.
[3] Less than 1,000.

TABLE 7.—*Industry group of women employed in March 1944 by labor-force status in week preceding Pearl Harbor*

[[In thousands]

Industry group	Women in industry group in March 1944	In labor force before Pearl Harbor		Not in labor force before Pearl Harbor	
		Number of women	Percent of all in the industry group in March 1944	Number of women	Percent of all in the industry group in March 1944
Total	16,480	10,060	61.0	6,420	39.0
Agriculture	580	380	64.8	200	35.2
Manufacturing	[1] 5,590	3,170	56.8	2,420	43.2
Group I	2,690	1,370	50.9	1,320	49.1
Group II	2,160	1,370	63.1	800	36.9
Group III	730	440	59.7	290	40.3
Transportation, communication, public utilities	680	420	60.9	270	39.1
Trade, wholesale and retail	3,190	1,790	56.2	1,400	43.8
Finance, business, repair, professional	2,680	1,860	69.6	810	30.4
Domestic, personal, recreation services	2,660	1,840	69.1	820	30.9
Other (mining, construction, Government, forestry, fishing)	1,080	590	54.6	490	45.4
Not ascertainable	20	10	40.0	10	60.0

[1] See p. 12 for industries included in each group.

TABLE 8.—*Former industry group of women who shifted to new industry group*

Industry group to which women shifted since Pearl Harbor	Percent distribution of women according to industry group in which employed before Pearl Harbor									
	Agriculture	Manufacturing				Transportation, communication	Trade	Business, professional	Domestic and other services	Mining, etc.
		Total	Group I	Group II	Group III					
All industries (1,880,000)	6.0	8.8	3.7	12.5	6.4	2.9	26.4	13.7	24.6	2.4
Agriculture		13.3	4.0		9.4		6.5	6.3	67.4	6.4
Manufacturing	3.2					2.2	42.5	18.3	30.8	2.0
Group I	1.6	30.3		20.9	9.3	1.3	29.7	14.8	20.9	.8
Group II	5.4	14.7	8.3		6.4	3.1	35.9	9.1	27.4	4.1
Group III	3.1	30.4	9.2	21.2		1.5	29.4	8.7	23.3	2.0
Transportation, communication, public utilities	2.0	12.3	4.2	8.1			34.6	14.2	27.7	4.4
Trade, wholesale and retail	1.8	23.7	4.8	14.2	4.7	2.4		20.5	48.3	1.6
Finance, business, repair, professional	3.2	19.6	5.8	3.3	10.5	3.1	31.6		32.7	9.6
Domestic, personal, recreation services	47.6	8.7	3.0	3.6	2.0	4.0	26.4	11.1		1.2
Other (mining, construction, Government, forestry, fishing)	2.4	17.3	6.2	7.4	3.7	8.7	30.9	23.2	12.6	

TABLE 9.—*Labor-force status of women in March 1944 and in week preceding Pearl Harbor, by marital status*

[In thousands]

Labor-force status	Marital status					
	Total [1]	Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
	NUMBER OF WOMEN					
Woman population	52,320	13,110	6,720	28,510	2,580	1,360
In labor force March 1944	16,880	7,230	2,180	5,460	1,330	670
In labor force at both dates	10,230	4,330	1,630	3,090	700	470
Entered labor force between dates	6,650	2,900	550	2,370	620	200
Under 14 before Pearl Harbor	240	230	----	----	(3)	(3)
Not in labor force March 1944	35,440	5,880	4,540	23,050	1,250	690
Not in labor force at either date [2]	33,260	5,610	4,330	21,700	980	620
At both dates—						
In home housework	25,550	900	2,640	20,740	750	510
In school	1,580	1,570	----	(3)	10	(3)
Unable to work	1,790	300	1,230	210	10	40
Under 14 before Pearl Harbor and not in labor force March 1944	2,440	2,400	----	20	10	(3)
Left labor force since Pearl Harbor	2,180	270	210	1,350	280	70
In home housework March 1944	2,020	180	170	1,340	270	70
	PERCENT DISTRIBUTION					
Woman population	100.0	100.0	100.0	100.0	100.0	100.0
In labor force at both dates	19.6	33.0	24.2	10.8	27.3	34.5
Entered labor force between dates	12.7	22.1	8.3	8.3	24.2	14.8
Not in labor force at either date	63.6	42.8	64.4	76.1	37.8	45.4
Left labor force since Pearl Harbor	4.2	2.1	3.1	4.7	10.8	5.3

[1] Totals exceed cross details, as details not shown for 40,000 women married but with husband's status not ascertainable. For source of data on marital status see p. 18.
[2] Totals exceed details, as details not shown for 1,900,000 in other activities.
[3] Less than 5,000.

TABLE 10.—*Percent distribution of women according to marital status, by labor-force status in March 1944 and in week preceding Pearl Harbor*

Labor-force status	Total number of women [1] (in thousands)	Percent of total women who were—				
		Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
Woman population	52,320	25.1	12.8	54.5	4.9	2.6
In labor force March 1944	16,880	42.8	12.9	32.3	7.9	4.0
In labor force at both dates	10,230	42.3	15.9	30.2	6.9	4.6
Entered labor force between dates	6,650	43.5	8.3	35.6	9.4	3.0
Under 14 before Pearl Harbor	240	97.1	----	----	1.3	1.5
Not in labor force March 1944	35,440	16.6	12.8	65.0	3.5	2.0
Not in labor force at either date	33,260	16.9	13.0	65.3	2.9	1.9
At both dates—						
In home housework	25,550	3.5	10.4	81.2	2.9	2.0
In school	1,580	99.3	----	.2	.4	.1
Unable to work	1,790	16.7	68.7	11.7	.3	2.5
Under 14 before Pearl Harbor and not in labor force March 1944	2,440	98.6	----	1.0	.3	.1
Left labor force since Pearl Harbor	2,180	12.4	9.6	61.8	12.7	3.3
In home housework March 1944	2,020	9.0	8.2	66.2	13.2	3.2

[1] Aged 14 and over. For source of data on marital status see p. 18.

TABLE 11.—*Marital status and age of women in labor force March 1944*

Marital status of women in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20–44	45 or over
Total in labor force in March 1944	[1] 16,880	13.1	63.4	23.5
Single	7,230	27.8	62.4	9.8
Widowed or divorced	2,180	.1	38.7	61.2
Married, husband present	5,460	1.2	67.8	31.0
Married, husband absent, in armed forces	1,330	8.6	89.7	1.6
Married, husband absent, not in armed forces	670	1.4	66.8	31.8
In labor force both March 1944 and before Pearl Harbor	[1] 10,230	2.9	69.2	27.9
Single	4,330	6.1	79.3	14.6
Widowed or divorced	1,630	.1	38.4	61.5
Married, husband present	3,090	.4	65.8	33.7
Married, husband absent, in armed forces	700	2.8	95.5	1.7
Married, husband absent, not in armed forces	470	.5	64.5	35.0
Came into labor force since Pearl Harbor	[1] 6,650	28.6	54.6	16.8
Single	2,900	60.3	37.1	2.6
Widowed or divorced	550	.2	39.7	60.1
Married, husband present	2,370	2.3	70.3	27.4
Married, husband absent, in armed forces	620	15.3	83.2	1.5
Married, husband absent, not in armed forces	200	3.6	72.1	24.2

[1] Total exceeds details, as details not shown for women with husbands' status not ascertainable. In interpreting, note statement as to sample on p. 2, and p. 18.

TABLE 12.—*Marital status and age of women not in labor force March 1944*

Marital status of women not in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20–44	45 or over
Total not in labor force in March 1944	[1] 35,440	13.4	45.3	41.3
Single	5,880	71.9	15.9	12.2
Widowed or divorced	4,540	.1	6.6	93.2
Married, husband present	23,050	1.4	58.1	40.5
Married, husband absent, in armed forces	1,250	13.5	84.3	2.3
Married, husband absent, not in armed forces	690	4.1	49.3	46.5
Not in labor force at either date	[1] 33,260	14.0	43.4	42.6
Single	5,610	74.8	13.2	12.0
Widowed or divorced	4,330	.1	5.9	94.0
Married, husband present	21,700	1.3	56.8	42.0
Married, husband absent, in armed forces	980	15.7	81.6	2.7
Married, husband absent, not in armed forces	620	3.7	47.9	48.5
Left labor force since Pearl Harbor	[1] 2,180	4.0	74.8	21.1
Single	270	11.1	72.1	16.8
Widowed or divorced	210	1.0	21.6	77.4
Married, husband present	1,350	2.6	80.3	17.1
Married, husband absent, in armed forces	280	5.5	93.9	.6
Married, husband absent, not in armed forces	70	8.0	62.0	30.1

[1] Total exceeds details, as details not shown for women with husbands' status not ascertainable. See p. 18.

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UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, SECRETARY

WOMEN'S BUREAU
MARY ANDERSON, DIRECTOR

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A Preview as to Women Workers in Transition From War to Peace

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WOMEN WORKERS IN WAR AND AFTER

The Four Freedoms must be assured in American economy at home, as well as in the world at large.

An important measure of this is in whether all workers can get jobs. Women, like men, need jobs to support themselves and their families.

> Even before the war, women outnumbered men in the population of two-thirds of the major cities of the United States, and about one-tenth of all employed women were the sole support of their families. The death or disablement of many men will increase the need of women's work.

This country must use effectively the valuable skills of women workers, demonstrated markedly during the war period. Before the war they were a fourth of all workers.

Displaced war workers, both men and women, must be placed in new jobs. Women must be accorded opportunities for—

> Adequate training.
> Advancement in their work according to their abilities.
> Equal pay.
> A share in making policies related to their work and to American life.

Labor unions and professional organizations should—

> Encourage the full participation of women who work in such occupations.
> Enable women workers to show their abilities and to build seniority status.
> See that women workers are paid the full rate for the job done.

Women themselves should—

> Develop their own skills as far as possible.
> Take active part in labor unions and professional organizations connected with their work.
> Learn more about the great economic questions that affect them.

The need for women workers will continue in a variety of occupations. (See p. 4.)

A Preview as to Women Workers in Transition from War to Peace

Part I.—THE CHANGE TO PEACETIME LIFE

What will be the situation of the woman worker after the war? This is a question of vital importance to the Nation. It is being asked with increasing insistence by all groups and agencies concerned with the post-war world, and most of all by women workers themselves.

Employment and satisfactory conditions of work for women are part and parcel of sound economic conditions for the welfare of the whole people, and hence not to be overlooked or neglected in a time when every effort is to be devoted toward creating a better society. In regard to women workers, as well as to other elements in American life, what is done now, decided now, and planned now will determine to a large extent what can be expected tomorrow.

Close of the war will bring to an end, perhaps in many cases quite suddenly, much of the activity in which women have engaged in some of the major war industries, such as making ammunition, guns, ships, aircraft and parts, which will not be needed in the quantities now required. In fact, considerable numbers already were being laid off from various ordnance plants in the late months of 1943 and this continues in 1944.

Every effort must be made to find jobs for the men and women returning from the armed services and for displaced industrial workers as well. Returning servicemen have veterans' preference, and those who formerly had permanent employment are legally guaranteed their old jobs (or equivalent ones). Others formerly had only temporary work, and very many never before had a job. By the end of 1943 more than a million men had been mustered out of the armed forces, and 1944 is expected to add another million to these. Carefully worked out organizations are being developed to aid these men to find jobs and resume a normal life. Similar attention should be given to the needs of displaced workers, including women. The economic and family situation of women workers, the extent to which they have constituted a usual part of the pre-war labor force, and the nature of their own plans for their post-war life are subjects of field investigations the Women's Bureau now has in progress.

One of the important aids in finding post-war jobs for the women who expect to remain in the labor market lies in the fact that many articles curtailed during the war will be produced again to meet a large consumer demand, and some of these are industries in which in the past women have represented a considerable part of the labor force.

GOALS FOR MANKIND

The broad objective of the great struggle in which the United States is engaged should be kept continually in the forefront. It has been defined as the establishment for mankind of Four Freedoms: Of Speech; Of Religion; From Want; From Fear. As the war continues it becomes increasingly clear that action toward these ends in the economy of this country actually is an integral part of the struggle, and cannot await the close of hostilities—that an essential part of conducting and winning the war is to establish the Four Freedoms firmly in the economic life of America itself.

AFTER THE WAR

Problems To Be Solved

Jobs for those returning from war service.

War workers shifting to new jobs.

Decline in employment from the war peak.

Methods to tide workers over until new jobs can be found.

Speed and method most desirable in mustering personnel out of the armed forces.

Situations in localities contracting after war expansion.

Rapidity with which plants can convert and begin peacetime production.

Extent to which rationing can continue until production of new goods can restock markets.

Policies to be pursued by Government in settling war contracts and disposing of goods.

Favorable Features in the Economic Scene

Demand for new jobs will be spread over a long period; those requiring work need not all be placed at once.

Need for workers in—
- Reconversion of plants.
- Construction of homes and community facilities.

New demands for goods—
- Consumer goods not made during war.
- Replacements in worn-out production machinery.
- New machinery for conversion of plants to peacetime uses.

Buying power accumulated during war.

Reserves set aside by manufacturers for post-war reconversion of plants.

More means to tide workers over transition (e. g., unemployment insurance).

Plans being made to solve problems, by Government, labor, business, community groups, private agencies.

One of the most important goals for this country may be stated in very general terms as the organization of efforts to satisfy the almost universal desire for a high level of employment and a better standard of living. Freedom from want and freedom from fear both require that jobs must be available for persons who need them. It is encouraging that many agencies are working toward these ends. Both the AFL and the CIO have special post-war planning committees devoting much work to determining the most advantageous lines of movement toward these goals. Adequate social insurance is an important subject that is currently to the fore because of anticipated needs in the period of transition to peacetime production.[1] Business interests are making vigorous plans for full employment through their Committee for Economic Development and other agencies.[2] The National Planning Association has been formed to promote the cooperation of business, labor, agriculture, and Government.[3] Its representatives consider that no group is self-sufficient, all are interdependent. Together they recognize collective bargaining and the need for security, participation of all in productive enterprise, organization and development of technical and commercial research.

PICTURING THE POST-WAR PERIOD

The general picture after the war will be one of large numbers of men returning from the services and needing jobs, large numbers of workers leaving war industries and transferring to other work, much shifting of population from war-industry areas to home States or elsewhere. This period of transition already has begun, and bids fair to continue on an accelerated scale. Employment cannot be expected to remain very long at the war peak. However, it is most encouraging that business management, labor, and Government have efforts afoot to attain a permanent employment level considerably higher than that before the war.

WOMEN AFTER THE WAR

The situation of women will depend to a large extent on many economic factors. Foremost of these, of course, are the extent to which the entire economy can develop a high level of employment and the extent to which the industries expand that require the particular types of work women do best. Of great importance will be the opportunity for employment of men at wages sufficient to support their families, since many women who now have a real job at home as well as at the factory will leave the labor market if the male earners receive enough pay.

There are many other factors that will share in determining how far women will remain in employment—for example, the extent to

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[1] *See* for example: For the Nation's Security, pamphlet prepared by the Department of Research and Education, C. I. O., 1943; The American Federationist, June 1943; Survey Midmonthly, April 1943 and May 1943; War and Post-war Social Security, a symposium by various writers, published by the American Council on Public Affairs, 1942.

[2] *See* for example: Publications of the Department of Commerce, Bureau of Foreign and Domestic Commerce, 1943: Markets After the War; Community Action for Post-war Jobs and Profits. Also articles by Paul G. Hoffman in the American Federationist, June 1943, and the Survey Graphic, May 1943.

[3] *See* their Joint Statement, April 1943.

which plants have been engineered for women's performance and employers convinced of its effectiveness; the skills women have demonstrated; the demand for work in industries that in past years have employed many women. Operating against women is the fact that as a class they have entered industry more recently than men and have relatively short seniority records. A strong psychological factor that does not favor women is the tradition that they do not support dependents, and that this is in a considerable degree false must be reiterated continually, with new evidences, before the mistaken theory can be overcome.

In summary, the general outline as to the present undeveloped stage of thinking and action on war and post-war policies for women workers is somewhat as follows:

Industry in general has provided no clear-cut policy.

Women have been considered in terms of "a minority group," though before the United States entered the war (that is, in 1940) they were over 24 percent of all workers, while the minority group next in size (Negroes of both sexes) constituted only 10 percent, and "children" (under 18) less than 3 percent.

Chief discussions as to women's employment have centered around:

The extent of their entrance into employment.
The types of work they are doing.
Satisfactory conditions surrounding their jobs.
The extent to which they will retire from the labor market.

The Women's Advisory Committee for the War Manpower Commission has stated basic policies for employment and retention of women workers. (See p. 22.)

Women's organizations have defined policies for the retention of women workers.

In 1940, something over 11 million women were actually employed, and about 2½ million others were seeking work. Even then women were practically one-fourth of all workers, and this proportion has risen through the war period to one-third in the latter part of 1943. After the war, the number of women who will need to remain in the labor force probably will be at least 2 or 3 million higher than the number in 1940. A much larger proportion of these than formerly will be women aged 45 to 64 years.[4] There is evidence that the need for women workers will continue along the following lines:

In producing consumer goods, where women long have been employed, as in the electrical, shoe, textile, food, jewelry, and other industries.

In service industries where shortages will continue acute, as in restaurants, laundries, households, and various selling trades.

In community services, as in health, welfare, social security, child care, and recreation, both in America and in reconstruction elsewhere.

[4] *See* Durand, John D. The Post-war Employment of Women in the United States. *In* International Labor Review, December 1943.

In specialized technical and professional work, as in medicine, nutrition, education, rehabilitation of handicapped, research, and various scientific services.

In the manufacture of goods to help in the reconstruction of devastated countries, as well as the replenishment of depleted stocks in this country.

In various business and clerical operations, as in secretarial work, statistics, and accounting.

WOMEN'S SHARE IN THE SUPPORT OF FAMILIES

An important feature of the post-war period will be the extent to which it will be necessary for women to support dependents. This is no new phenomenon, though it has become increasingly marked through the last half-century. In fact, this need has existed since much earlier times, and the way in which it was met by many women in the American colonial days has been described with interesting detail in at least one book on that period.[5]

In recent pre-war years, Bureau of Labor Statistics studies of income in some 131,000 families indicated that practically one-fifth of the employed women were the principal wage earners in their families. A Social Security Board analysis of reports on more than 700,000 city households has shown that women were at the head of a tenth of the families of 2 persons or more that constituted single households. A study made in Cleveland by the Women's Bureau showed that women wage earners contributed all the funds for the support of about a third of some 2,000 families with women wage earners reported.[6]

The death of many men in the present war, and the consequent depletion of male population, will require still more women to contribute to their families' support. Even as far back as the date of the 1930 Census there were more females than males in 66 of 93 major cities in the United States. By 1944, this had become the situation in the country as a whole. Support of the families of handicapped men is likely to increase considerably the financial obligations of women workers, in spite of aid tendered them by the Government. Reports in April 1944 give total casualties of the Armed Forces as 189,300—43,800 dead, 70,900 wounded, 41,300 missing, 33,300 prisoners.

The numbers killed and disabled are not distributed evenly over the country, and hence the effects of their loss will be greater in some localities than in others. In the first place, they are concentrated at certain ages, selectees being from the more youthful group of 18 to 38 years. Furthermore, the age distributions in the population differ by locality, and this is an added reason why the severity of the losses will be greater at some points than at others. This will mean that greater proportions of the woman population in some than in other localities must assume a large share of the support of their families.

[5] Women's Life and Work in the Southern Colonies, by Julia Cherry Spruill. University of North Carolina Press, 1938. Chs. XII, XIII, and XIV.

[6] For summaries of earlier studies, see Women's Bureau Bull. 75; for additional data, see Women's Bureau Bulls. 148, 155, 168, and 183.

WHAT HAPPENED TO WOMEN AFTER WORLD WAR I

What can be learned from the situation after World War I as to the employment possibilities for women? It is true that as plants cut down forces at that time large numbers of women lost their jobs, for the most part quite suddenly. In many cases the family earners in the armed forces, if any, had not yet returned, or had not found jobs. Many families suffered severe hardships after loss of work by their women earners.

However, an analysis made by the Women's Bureau of the records of some 500 firms engaged in war production in that period showed that though woman employment had been cut down so severely—more than 30 percent from the war peak—still these firms employed about 40 percent more women than before the war. This was in manufacturing industries. Demands of today and more efforts toward better planning than were seen in 1918 may develop a situation at least as good now as then. Moreover, expansion well above the pre-war level may be expected to occur in civilian service and supply industries.

In the various months of 1940, over-all employment figures showed from 10.5 million to 11.2 million women actually at work. An addition of 40 percent to this would give about 15 million women at work. Planning for employment should take account of some such number of women. This would mean retirement of 2 or 3 million women if the war peak should rise as estimated to some 17 or 18 million.

After World War I, full plans were worked out by War Department officers for demobilization to proceed according to occupational needs, so that returning men could be assured of finding jobs more quickly. However, authorities within the War Department were not in agreement as to the method of demobilization, and General March ordered demobilization by military units. It was claimed that to separate first those with certain skills would disrupt army units and require regrouping of men, thus slowing the process of demobilization, and that it would be impractical for the Army because of varied overseas locations of men with a given needed skill. Routing of soldiers to home draft boards for final release, thereby avoiding danger of labor surpluses in large cities, was declared impractical, largely because of administrative difficulties.

Result of demobilization by military units and from centralized camps was lack of placement in jobs, and concentration of unemployed men in cities, owing partly to the fact that instead of actually buying tickets to their preferred destinations the Government only issued cash to the men. After this developed, a partial effort was made to release more rapidly men needed in certain industries. The problems to be solved at such a time admittedly are very difficult, and neither method proved wholly satisfactory. It was remarkable that demobilization was practically completed in about a year's time. In any case, however, the people will be too impatient for the return of their men to wait for economic planning at home. Hence this must be done thoroughly ahead of time if it is to have much effect.

Part II.—FACTORS AFFECTING WOMEN'S OPPORTUNITIES

Women's post-war job opportunities will be influenced in a considerable degree by the wartime situation of working women in several respects—for example, the skills they are developing, the extent to which they are upgraded, their seniority status and union membership, the attitudes of employers toward their work, the extent to which plant processes have been adjusted to women's performance, the period of time over whic hoccupation shifts will occur.

SKILLS OF WOMEN WORKERS

In the past the opportunity given women workers to learn and to exercise skills has been narrower in range than men's has been. In consequence, very large numbers of women have been concentrated in a relatively small number of occupations. Women were little thought of in connection with other types of work, and so they continued to be given little opportunity to develop additional skills.

The war situation has changed that considerably. With shortages of men workers, women have been employed in a greater variety of occupations than before. Thus they have been given new opportunities to acquire and to develop additional skills. Many of the processes required on war goods have called for operations to which women's nimble fingers, delicate touch, dexterity, and perseverance were admirably adapted. Industry has learned that women can do well many kinds of work for which before they were not considered. This will be of great advantage to women in the future. The extent to which they can make themselves effective in doing an A–1 job will be a large factor in determining the numbers of women who will be employed after the war.

Upgrading On the Job.

Unfortunately there are many cases where women still have been given far too little chance to be upgraded to their highest skills. In 1943, the National Industrial Conference Board analyzed reports from some 130 plants, chiefly in heavier metal industries, plants that had employed relatively few women or none. In nearly 60 percent of these plants there were no plans for advancing women from the top production jobs they held at the time of reporting to more highly skilled jobs. Moreover, numerous instances are reported of the placement of women in jobs that are not in the usual line for the job progression; in such blind-alley jobs neither proficiency nor length of service can bring these women beyond a limited early stage of the work. If this situation continues, it will be a great disadvantage to women after the war, and in fact Government agencies are finding promotional discrimination against them as one of the major reasons

why women quit jobs in war plants. Whether or not this continues may depend largely on the length of the war and the consequent stringency in the labor supply. It also will depend to some extent on how proficient women show themselves to be.

Women's Bureau surveys indicate that in some of the newer or better organized plants, as for example in aircraft or electrical industries, systems of upgrading are fairly well worked out, and women find some opportunities. The workers' progress often is influenced to a considerable extent by agreements with the unions as to wage increases, and seniority is likely to be of major importance. However, in many instances there is relatively little opportunity for women to advance to any considerable extent. This sometimes results from a general lack of any well-organized system of upgrading toward the better jobs. In some cases promotion is left to the department foreman. In others there is no progression except such as the worker makes by increasing her earnings under a piece-work system. The following cases illustrate the sharp limitations on women's opportunity for progress.

In a midwest ordnance depot reported as fairly typical of the general situation there have been very few promotions for women. Occasionally workers of merit and with several months of service are paid less than workers who came on the job recently. There have been opportunities, now and then, for women to advance to crew-leaders and various grades of supervision, and there are several women in these jobs. However, there is no definite plan as to what they should be paid in these jobs. Some crew-leaders and supervisors receive no more than the workers under them, while some are put in a classification that pays more.

In a western naval station upgrading to helper classification is automatic; beyond that it is a matter of merit, though there do not appear to be special standards for determining whether a person should be upgraded. Women are being taken in as helpers, instead of starting as mechanic learners. It is generally felt that women will not get beyond the helper classification, except for machine operators in the machine shop. Some beginning boys are mechanic learners.

Packers and feeders in a midwest match factory are upgraded to very simple jobs as machine operators, but upgrading takes place not primarily for women but in the plant's machine shop where men are highly skilled.

In a western shipyard there seems in general to be slower upgrading of women than of men. Some women report that, though allowed to become trainees (in the helper classification), they are kept at that point after they have finished the training courses and passed the tests set by the unions.

In several southern textile and clothing mills recently reported by Women's Bureau agents, there is little chance for upgrading. In one of these making clothing, workers do not want to be shifted to different jobs, but this apparently is largely due to loss in piece-work earnings on a new job. A nearby plant with a similar product forestalls this difficulty by guaranteeing workers their average piece-rate earnings on their regular job if they go to unfamiliar work.

Reports from a large aircraft plant show no women in office work permitted to advance to group leaders, regardless of seniority or ability. Recently a group leader went on vacation and a young boy was promoted to group leader over the woman who had trained him.

In an aircraft plant in the East, male trainees were paid more than the woman training them.

That similar difficulties also beset women in other fields is shown in the experience of professional women in their efforts to progress toward their best service. For example, it was not until a year and a half after Pearl Harbor that a law was passed permitting women doctors to be commissioned in the U. S. Army and Navy. At least one outstanding woman specialist had long previously tendered her services to Great Britain, where she was accorded rank more appropriate to her abilities. In mid-1943, the president of the National Federation of Business and Professional Women's Clubs stated in convention:

> I solemnly charge that the war is being slowed down here in America by the failure of the Government and private enterprise alike to use women's brains and training in their specialized fields.

WHAT EMPLOYERS THINK OF WOMEN'S WORK

The appreciation of the work women have been doing has been widespread. In August 1943, on the first anniversary of the Army order to replace draft-age men with women wherever possible, Under Secretary of War Robert P. Patterson stated:

> The women of America have responded ably and gallantly to the call to service the war has made upon them. Nowhere is this more evident than in the plants operated by the War Department. They have supplanted men at the bench and the lathe; they are doing civilian work in the nine Service Commands efficiently and in increasing numbers.
>
> In the arsenals, in the ports of embarkation, in the motor centers, in all the War Department installations, their skills are invaluable and their devotion to duty is proven. They are testing guns, making ammunition, fixing motors, sewing uniforms, inspecting ordnance, driving trucks, doing many of the thousand and one jobs that are necessary to keep the machinery of war moving.
>
> I salute them for their faithfulness, their cheerful courage, and their patriotism.

Plant after plant has testified to women's efficiency on jobs new to them. A few of innumerable examples that can be taken from Women's Bureau files and other sources are as follows:[7]

In a survey of aircraft assembly plants the Women's Bureau found that some of the foremen who had expressed a presumptive opposition to the induction of women in their sections were among the most effusive in their praise of the quality and quantity of the work done by women under their supervision.

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[7] *See* also further list of instances in Women's Bureau Bull. 196, pp. 5 ff.

A large metal plant reported to a Women's Bureau agent that women were found more careful of materials, and large savings were being made by less spoilage of tin plate.

An official of a major motor company reports women workers as preccise, patient, eager to learn, eager to make good, and apt to follow detailed instructions to the letter. A good example of the meticulous care they exercise occurred recently in the plant. A new female inspector instructed to use a measuring scale found the counterbore of an oil pump adapter to be one-sixteenth of an inch oversize. The jobsetter and two male inspectors had previously checked and approved the job.

A woman at a large electric and engineering company in Ohio was given a 10-weeks' training course in the standards department. In less than 5 months she had acquired a surprisingly high degree of facility and had come to be considered a top-notch time-study woman on hand and machine operations.

An employer-relations representative of the USES states that women doing acetylene-gas welding passed Army-Navy tests two to one better than men.

Of 146 executives who commented on this subject to the National Industrial Conference Board, nearly 60 percent stated without qualification that the production of women workers who were on jobs formerly held by men was equal to, or greater than, that of men on similar work.

The National Safety Council, in a study including about 700 women commercial drivers—truck, bus, and taxicab—found them more willing than men to listen to instructions, and more likely to obey speed laws and stop signs and to keep their windshields clean.

Will They Retain Women?

Such examples as the foregoing could be multiplied many times. Moreover, the satisfaction of employers with women's performance has been a very practical advantage to women. Many employers have been so enthusiastic over women's work that they have stated an intention to retain women after the war. Examples follow.

The president of the United States Chamber of Commerce recently expressed his opinion that "women will be able to keep almost every gain they have made in industry—in numbers employed, in better types of jobs, in higher wages."

An official of a large midwest electrical company stated to a Women's Bureau agent that women have proved themselves capable on machine jobs, and that probably a higher proportion will be retained than was employed prior to the war.

Women's Bureau neld agents found women at work on all types of precision inspection in the manufacture of gear cutters in a machine-tool plant visited. Women were proving so efficient that the foreman thought possibly they always would be kept on this work, even after the war. They picked up the work faster than men, followed instructions better, and were more careful in making precision measurements and checks.

A prominent shipbuilder has stated repeatedly that 50 percent of the women workers will want to continue in the labor force after the war, and that he intends to employ them.

A high officer of a major motorcar company stated recently that his firm employed 40 percent women as compared to 15 percent before the war, and that many of these want to stay, so the percentage may continue above that before the war.

Officers of a firm making aircraft engines and parts told a Women's Bureau agent that their company never again will use men on inspection, which is a considerable part of their process, though women probably will not be retained to any great extent in the machine shop after men return.

A major aircraft manufacturer and his executives expect to continue employing women in technical work, and maintain that women workers who are being upgraded and who want a career can continue to work after the war. Another states that women have established themselves as logical permanent employees in highly technical shop work, as personnel counselors, and in engineering.

An official of the American Hotel Association stated that women will be encouraged to remain on the job, as "We are convinced there is a future for them in our business."

A major telegraph company expects women to be able to keep jobs as operators after the war.

The engineering laboratory of a large automobile company that employed only one woman before the war in scientific work now has 160 and wants more.

PLANTS HAVE BEEN FITTED FOR WOMEN'S WORK

Many war production plants have made changes in machinery and arrangement of work to adapt jobs for employment of women workers. In some instances entire new plants have been built with an eye to the efficiency of women workers. The shift of these plants to peacetime production after the war will be greatly facilitated by continuing to employ women on the jobs and at the machines designed for them.

In some of these cases, rotation with other jobs has been arranged where continuous work at one process would be too tiring for women. In others, fewer duties are grouped into individual jobs to fit them for performance by women. Elsewhere a rearrangement of the work is necessary, as for example in some machine-tool plants where lighter parts in the machining departments may be processed by women separately from those that are so large and heavy that men must handle them.

Innumerable instances could be cited of the installation of cranes, hoists, and other lifting devices that can be operated by women, thus enabling them to do jobs that otherwise would be too heavy. For example, in a large aircraft-engine plant, inspection of cylinder barrels for tool marks and scratches requires removal of the 50-pound cylinder from the conveyor, tilting it for proper lighting, and rotating it so as to examine the entire inside of the cylinder. A welded tilting carriage easily operated on a wheeled platform eliminates the need of lifting and enables women to do the inspecting.

The Women's Bureau has reported a number of plants that have installed lighter jigs, dies, fixtures, and holding devices to facilitate

women's work. Often these may be made of some of the newer plastic materials. In one aircraft plant, for example, steel jigs too heavy for women were replaced with masonite jigs weighing less than one-tenth as much. A large New Jersey metal plant has installed modified jigs and dies for engine and turret lathes, cylinder and tool grinders, and milling and broaching machines. Other examples are as follows.

A tool company in Ohio has introduced a small light tool to aid in handling rivets. It holds 50 rivets at a time and has a special nose jaw that keeps a single rivet ready at all times for inserting in the hole of the metal. Another tool company provides women with long-handled wrenches, which require less strength than the short-handled and enable women to do more tightening of parts.

A Michigan factory formerly making automobile parts, now engaged in manufacture of machine guns, has made extensive changes to fit more jobs for women. Conveyors were installed to slide parts from one machine to another, lighter fixtures have replaced heavier, machines fitted with automatic stops and new guards, fixtures and bench vises designed to hold parts during operation, and machines and benches adjusted to women's height.

A very large tool company has built its plant and designed its machinery with the express purpose of work for women. It has provided machines of proper height, adjustable chairs, foot rests, electric-button controls instead of levers and wheels, and weight-lifting devices. On a spinning lathe, a hand lever that took all the strength of a man to move has been lengthened by a 2-foot extension so that it now can be operated by a gentle touch. Features especially planned for women's safety include elimination of hand feeding on grinders, installation of metal guards and shatterproof glass on straightening presses to safeguard against flying metal pieces.

It is extremely likely that these companies which have found women's performance satisfactory, and which have engineered large sections of their plants for women, will continue to employ many women. This is not to say, however, that they will not have many places for returning men. Many women workers will not care to stay on when their men return from the service. The heavier metal industries will have an important role in post-war retooling and production of needed goods in the early post-war periods, and these should afford many jobs for men, since women that have been so employed during the war may be considered unlikely to remain to any preponderant extent in heavy metal industries.

SENIORITY STATUS OF WOMEN

At any period of job shortages, the seniority status that workers have been able to develop greatly influences their chances of employment. The many women recent entrants to the labor market naturally have not yet built up long seniority records. Their chances will be limited sharply in the face of men who return with longer records. For example, in one of the outstanding War Labor Board cases dealing with equal pay for women on the job, the Board agreed that women transferred to men's jobs for the duration would acquire no

seniority. In some cases women have skipped a job considered unsuitable for them and been placed in a job with a higher rate but only on a temporary basis of tenure.

Many plants have arranged for an automatic extension of seniority for their permanent workers called to war services and afterward returning to the plant. For example, a study of some 250 companies showed that nine-tenths of them provide full continuous-service credit for employees on military leave. In another study of 300 labor agreements, 75 of them signed in 1943, however, no specific listing was made of any of the women now in armed services such as WACs and WAVEs.

There will be many questions as to workers who had only a temporary status before leaving for war service, and also as to those never having worked in the plant. Reasonable seniority provisions should give women with continuous service in a plant in the war period precedence over persons never having worked there. Examination of such provisions, however, indicates that it is very likely that the plant seniority practices under the clauses of many union agreements give women workers very inadequate protection.

For example, some agreements definitely provide that women's occupation of jobs formerly held by men shall be for the duration only. Some agreements give women employed at time of signing the agreement full seniority rights with men, but for women employed after that time set up a list for women separate from that for men. Some agreements provide for the seniority of women as "separate and distinct from the seniority of men." Agreements fixing seniority by department only may affect women and men quite differently. Other agreements are so vaguely worded as to permit interpretations that are of disadvantage to women.

Among special sufferers from lack of seniority may be large numbers of married women who have responded in good faith to their country's call to war production. In many cases such workers may desire to leave their industrial jobs. But it must not be forgotten that there are numerous instances in which their financial assistance is needed by the families, and the aftermath of war is likely to add to this number. An example of their probable treatment in too many cases is illustrated by recent amendments to the unemployment compensation act in one State that provide that plants formerly having a rule barring married women from employment may reinstate this rule immediately after the war. Married women workers of these plants will at once lose their jobs, and probably will not be eligible to receive unemployment insurance to tide them over this transition period in their lives.

The extent of this problem may be indicated from a sample of 35 ordnance, aircraft, and other war industry plants, in half of which at least 50 percent of the woman labor force were married. Some employers took on married women by preference, with the idea that when lay-offs came the husband would be a wage earner and the wife could go. But many of these male wage earners may not return, or may be disabled, and it cannot be assumed that these married women can automatically return home.

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SPREADING THE TRANSITION

It appears at present that the war may be completed in some areas while still in progress elsewhere. This suggests that needs for reemployment may be spread through several months or even years instead of being concentrated at one time. This will afford better opportunity for placement. In effect two major wars are being fought, each composed of several areas of combat. As parts of these are completed, men are released for other areas, and some are enabled to leave the battle fronts. In fact, many service men already have returned and are fitting into their old jobs or into new ones. To the extent that they can be permanently placed, the solution to employment problems is being stretched out over a considerable period.

In December 1943, the estimate for men mustered out of the armed services for medical reasons involving hospitalization was 35,000 a month, with some 35,000 more discharged for reaching age limits or for disabilities not needing hospitalization. The War Manpower Commission has been placing these men, thus lessening the number to find jobs at the war's end. Something over 1 million were returned to civilian life by the end of 1943.

At the same time war production needs have been shifting markedly, both as to goods required and as to areas in which they are manufactured. During the summer of 1943, for example, a number of ordnance plants were curtailing output and labor force, and their workers shifting to other jobs or leaving the labor market. This situation has continued in various localities since that time. The War Manpower Commission fixed manpower ceilings in various industries and localities; for example, in October 1943, Seattle shipbuilders were ordered to make certain reductions in force. During November the number of areas short of labor dropped from 77 to 69. It is probable that in many cases the saturation point in employment has been reached. Workers already are making adjustments, and as a result fewer of them should be seeking jobs at the time soldiers are returning in the greatest numbers.

PLANT PLANNING FOR POST-WAR PRODUCTION

The extent to which war manufacturers have been able to look ahead to their business after the war is an indication as to possibilities of full employment of the labor force, including women.[8] Many of the larger companies have well-developed plans for production and marketing in the post-war period, whether or not these require a large extent of conversion of their plants or promotion of a new product. The Committee for Economic Development makes suggestions to individual firms on how to proceed with such planning. The National Association of Manufacturers recommends that every company establish "rainy-day" reserves for conversion to peacetime activities.

Some companies expect to intensify their efforts in pre-war lines, many to develop related lines, and a smaller proportion to branch out into entirely new fields. A major electrical company at an early date urged its operating departments to draft detailed plans for reconver-

[8] *See* also Capacity to Employ the Labor Force, p. 18.

sion of facilities to post-war volumes of manufacture, to keep these up-to-date, with estimates of money and time required for them, to train skeleton crews, develop processes, carry forward redesigns of new products, and study necessary sales problems and personnel.

Aircraft companies have studied post-war needs in their own and related lines, their industry being recognized as having some of the most serious transition problems. A major one has investigated 140 different products for possible post-war manufacture. Some have especially considered plans to make refrigerators, stoves, washing machines, radios, and metal furniture after the war. Some plants were converted to making plane parts instead of civilian supply goods, and may very well return to their original product.

Of more than 300 war production plants recently visited by Women's Bureau agents, more than a fifth made statements that showed a definitely favorable attitude toward employment of women in the post-war period. Of 25 aircraft plants reporting on this subject, 15 had a favorable outlook as to employment after the war, expecting to continue production. However, others pointed out women's lack of seniority and some said they expected to give jobs to returning men and probably would not use women. Twenty machine-tool and other metal plants and 6 manufacturers of engines and motors predicted good employment for women, a number of them declaring women had proved their worth and would be kept.

Many war manufacturing plants, possibly a majority, particularly of those not directly making munitions and firearms, may shift to civilian production without a break. This would be true, for example, of those making shoes and textile goods, which are major employers of women. A company making a rubber life boat is promoting its use as a fishing boat, since it can be folded for carrying, yet will hold men, tackle, and fish.

Other firms will resume the making of pre-war goods again in demand, after taking a period for reconversion to peacetime uses. The motor industry may set the pace for this, and probably will require over 6 months to get into production of a pre-war model car. For the first year after reconversion, one large automobile company proposes to employ 30 percent more workers than in the last pre-war year, with production doubled. The electrical industry, an important employer of women, may require not more than a few weeks to convert again to peacetime manufacture.

A survey by Factory Management and Maintenance in late 1943 indicated plans for extensive capital expenditures. The coverage included more than 700 plants in over 160 industries. Of these, 219 plants had such definite programs as to be able to state dollar value of improvements and extensions they intended to make, which totaled more than 42 million dollars. This included expenditures for new equipment and repair of equipment, and also for new construction and repair of existing structures, planned by more than 40 percent of these plants.

Many plants are continuing or even intensifying their research during the war, and in this way products have been developed and inventions made that have been of immediate importance and that may have far-reaching uses after the war. An outstanding example of this that

comes at once to mind is the rubber industry. It is probable that some of the synthetic rubbers, which are more resistant than rubber to deterioration from the air and temperature, will find many peacetime uses, as for hospital necessities, raincoats, household aids, floor coverings, hose lines, equipment coming in contact with chemicals or oils, and so on. One large tire company has developed a tire-tester that spots by sound waves defects in used tires, and a neutralizer that removes static from radio waves. A plastic-foam insulating material has been developed. An air conditioner for homes is a product now being promoted for more widespread post-war use. Plastic resins resistant to intense heat have been worked out by a large glass company and a chemical company. Synthetic resins are usable for coating fabrics against both fire and water and are expected to find a myriad uses, such as for packaging food, for covering seats in trains and restaurants, for making shoes and luggage, and for flameproof clothing and rainwear.

Part III.—FACTORS IN THE GENERAL ECONOMIC BACKGROUND

Thus far in this bulletin primary attention has been paid to certain specific factors that outline the situation of women after the war, with a particular bearing on their opportunity for jobs. But the entire direction of America's post-war economy will have a profound effect on women. It has been pointed out that the extent to which a high level of employment can be developed is of major importance to women's opportunities, as is also the extent of demand for labor in the particular industries to which women's skills are best suited. Other features in the general economic background that will outline the place that women may take will be suggested in the paragraphs following.

THE SHIFTING POST-WAR LABOR FORCE

It is expected that at least some 8 or 9 million men will be returning from the armed forces and it is likely that the great majority of these will seek jobs. It is probable that at least 6 million workers will be displaced from war industries, and that many additional workers will find job shifts necessary. One of the hopeful factors is that not all these will be seeking jobs at one time. Already considerable shifting is occurring. Perhaps more than a third will be demobilized from armed forces and industry before the war ends, and placement of these is in progress. Some estimates see about 6½ million persons released in the year after European victory, a somewhat larger number in 6 months after final victory, remaining smaller numbers over the following year's period.

Size of the Post-War Labor Force.

In April 1940, the labor force consisted of 54 million persons, of whom 45 million were employed. The labor force estimated for mid-1944 is over 65 million, more than 11 million of these in the armed forces.

Industrial planning is based on employment of 54 to 57 million persons.

Some 5 or 6 million persons may leave the labor market, including older workers, younger persons wishing to continue education and training, and some of the women newly drawn in.

Probably at least 1 million from service personnel will be interested in more education or training, according to the Committee of the Armed Forces for Post-War Educational Opporunities for Service Personnel, and many younger men and women now in the civilian labor forces will be added to this. Of the ages 14 to 19 years, nearly half a million more girls than normal are reported in the labor

force. The Office of Education estimates that from 2 to 3 million young men and women now in industry or the armed forces will want part-time educational opportunities after the war.

Capacity to Employ the Labor Force.

A minimum estimate to provide full employment would require that the national output of goods and services be maintained at a level of 110 to 120 billion dollars (at a price level not inflated). To uphold living standards some 77 billion dollars' worth of consumers' goods must be produced.

There is little question as to the physical capacity of plants and equipment to produce enough to keep people employed and furnish them with necessities. The more serious problems are likely to be as to the possibilities for developing markets, one of the partial solutions of which may be in the satisfaction of delayed demands by the use of assets that are now being accumulated. As to capacity to produce, even in 1929, it is estimated, our productive resources were used to only 81 percent of their capacity, and in the years immediately following to less than 50 percent of their capacity. If the measure both for goods turned out and for prices be taken at the 1940 levels, a time neither abnormally depressed nor as yet inflated, gross national output of goods and services totaled almost 100 (97) billion dollars. The increase since that time has demonstrated an actual physical capacity to produce 50 percent more than this, still figured on 1940 prices, and at 1940 work hours (the shortest in history), employing all but a minimum of 2 million of the labor force.

Demands for Workers, and Buying Power.

To begin with, a considerable number of the workers who now are carrying on some branches of production will need to be retained for retooling of plants. Further, certain sharply curtailed service industries are badly in need of expansion.

Accumulated demand for consumers' goods, which is one measure of demands for workers, was estimated to total some 12 billion dollars at the end of 1943. Demand is expected for 1 million private homes, and there are estimated to be deferred maintenance costs of 3.5 billion dollars for public and private property. At the time of the 1940 census almost half the dwelling units in the United States were in need of major repairs or had no bath, or both these conditions. Of more than 7 million farm units reported, 6½ million had no bath, 6 million had no running water, and only 31 percent had electric current. Authorities state that to properly house the urban population alone 1,600,000 dwelling units should be built every year for at least 10 years after the war ends. Food needs also are tremendous. Paul V. McNutt estimates that 75 percent of all Americans need better diets, and Milo Perkins stated that in 1939 an estimated 20 million Americans were living on an average of 5 cents' worth of food per meal. A Nation-wide survey made in 1936 by the Bureau of Home Economics revealed that 45 million men, women, and children were inadequately nourished. At least 250,000 people could be employed at making clothes if every consumer could have even the amount of clothing purchased by the families that lived on an income of $1,800 a year in 1939. This would mean a 10-percent increase in clothing production.

The problem arises of distributing this demand over a period of time such that production can begin and continue, without the growth of so great a peak demand (with consequent high prices) that a slump might follow, with resulting unemployment.

In many cases plants can begin at once to produce civilian goods. Less than 10 percent of total civilian manpower was estimated at a peak time to be in war-converted industries, which must reengineer plants and rebuild sales organization (automobiles, refrigerators, office equipment, and so forth). Another 10 percent are in industries such as aircraft and shipbuilding that undoubtedly will decline markedly from their war status. This leaves 80 percent of civilians still engaged either in producing essential civilian goods and services or in war production very similar to peacetime products.

If war lasts through 1944, accumulated savings available as estimated by the Department of Commerce would be 40 to 60 billion dollars. That this is conservative is indicated by statements in the spring of 1944 that savings-bank accounts at that time totaled 80 billion dollars, war-bond holdings 25 billion dollars, besides other reserves in insurance and pension funds. Of course it must be remembered that these savings partake of the nature of capital reserves for their owners and are not fully available for short-time expenditure.[9]

Post-War Problems Vary by Industry and Area.

Demobilization obviously will affect some industries and occupations, as well as some geographic areas, much more than others.

About 80 percent of the manufacturing and mining employment in this country is concentrated in 413 of the more than 3,000 counties, that also have 80 percent of the urban population. Some 70 or more major production areas have been greatly overexpanded by war industries, a number of them formerly of a chiefly rural character, and many of them affording but few occupational opportunities to offset withdrawal of war manufacturing.

MAJOR DECISIONS THAT WILL AFFECT WOMEN

An orderly transition to peacetime living will depend to a considerable extent on the methods of handling a number of major economic policies, some of which can be indicated though not fully discussed here. The decisions made on these will influence to a great extent women's work and women's opportunities in the post-war world, though the economic factors that have been discussed also will have important effects. The few important problems listed below are not entirely independent of each other and are not shown in any particular order as to importance.

Problem A. Certain goods that have not been made during the war will continue to be scarce though it now appears that many people who want them will have money to buy. Unless rationing be continued until these stocks of goods can be somewhat replenished, prices will go very high before plants can be reconditioned to new production. The available goods will be sold, money will be spent in high prices. By the time new goods can be made available, unless some rationing continues, people will have considerably satisfied their wants and also will have less money to buy. The new market thus will be slowed up, as will production and the chance for jobs.

[9] *See* Pierson on underwriting consumer spending, American Economic Review, March 1944.

Problem B. The policies that are followed, as to time and method, in demobilizing the military forces and fitting them again into civilian life will have much influence on whether or not people can have jobs, or money to live on until jobs are available. (See p. 6 on World War I.)

Problem C. The Government has made extensive contracts with private operators to furnish necessary war supplies. These will not be needed if the war ends suddenly. The rapidity with which the Government can cancel these orders and pay for the goods actually completed will determine the quickness with which the plants can promise their workers jobs at making peacetime goods.

Problem D. The Government owns large stores of goods, food, clothing, and all sorts of supplies for the armed forces that will not be needed after the war. Disposal of these too rapidly and at too low a price could cause a great loss to the Government (i. e., the taxpayers). It also could supply such a considerable demand as to make a slow market for new goods for a long time to come, thus retarding development of jobs.

Problem E. The Government owns much machinery in private plants. A major automobile manufacturer estimated, for example, that before reconversion 57 acres of Government machinery would have to be removed from his property. The types of arrangements made to transfer this to plant owners, or to remove it quickly if not needed for peacetime production, will have much influence on the rapidity with which the plants can begin peacetime work and take on their labor forces.

Problem F. The Government also owns almost 1,600 plants. Such properties owned by the Government cost more than 14 billion dollars, in addition to much of the machinery in private plants that also is Federally owned. The operation of these, their lack of operation, or the method of their return to private ownership can have a great influence on jobs, wages, and other labor standards.

These are but a few of the many questions to be solved, which include also the extent to which cooperative relations can be maintained between business and Government; the tax policy and the extent to which it may foster or retard new production; the ease with which manufacturers can get funds to begin financing their peacetime products; the rapidity with which communities can begin public works and offer jobs to displaced workers during their period of transition; the method by which the Army sees to it that returning men actually are transported to their homes or preferred communities; rehabilitation of devastated areas; policing through a world agency to foster peace; and so on. Wise solutions of these myriad problems will affect jobs and standards of work and life.

The problems to be met after the war were studied by the National Resources Planning Board. A Conference on Post-war Readjustment was called, and suggestions were made as to the wise solution along many lines. These were summarized in a brief report on "Demobilization and Readjustment," available in libraries.

More recently, a definite effort has been made to prepare for solving the problems indicated under D, E, and F by the appointment through Executive order of a Surplus War Property Administration. The property over which this authority extends includes "any property, real or personal, including, but not limited to, plants, facilities, equipment, machines, accessories, parts, assemblies, products, commodities, materials, and supplies in the possession of, or controlled by, any Government agency, whether new or used, in use or in storage, which are in excess of the needs of such agency."

Part IV.—PLANNING FOR WOMEN

Sound policies outlining women's post-war situation and opportunities are the subject of much thought among women themselves. They are being discussed at numerous public conferences and form the basis for active programs of national organizations of women. It is realized strongly that the economic situation as a whole will have the most profound effect on women's opportunities. Besides this, certain basic principles specifically applying to women have been thought out and expressed. Practical methods for putting these into effect, taking account of controlling economic factors, have not been fully developed, though some steps in this direction have been initiated.

The more outstanding facts and principles being stressed by women who are thinking through these problems are along the following lines:

Even before the war, women constituted a very considerable proportion (24 percent) of the labor force. For decades this had been an increasing proportion. A large part of the woman labor force has been responsible for the support of dependents. The extent of this is increased by war conditions. War casualties will contribute to the excess of female over male population, which already had developed in many areas in this country.

Many women who have entered employment for patriotic reasons or because their husbands were in service will wish to leave the labor force after the war. Many other women will be unable to retire from gainful work or will wish to continue to use the skills they have developed.

The skills developed by women in their war work are a national asset that should continue to find effective use.

Opportunity should be afforded to women for education, training, job placement, and advancement in their chosen lines of work.

Efforts to provide jobs for the post-war labor force should fully include women workers. Arbitrary dismissals of women should be forestalled by developing constructive measures to expand the economy and provide full employment for all who want it.

It is not possible here to quote from the many outstanding women who have given thought and expression to these post-war needs of women. A few excerpts will be given here from women and others in Government authority and from policies adopted by national organizations of women or stated individually by officials of such organizations.[10]

[10] *See also* quotations collected in a mimeographed publication of the American Association of University Women, Food for Thought and Discussion on Women in the Post-war World. Compiled by Frances Valiant Speek, October 1943.

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POLICY STATEMENTS BY GOVERNMENT AUTHORITIES [11]

Mary Anderson, Director of the Women's Bureau, U. S. Department of Labor:

After the war women will predominate in this and other countries. Thus, on any count, the peace plans—which must be formulated even during the throes of war—must give especial attention to the interests of women but in relation to the greatest good for all our people.

For decades in this country millions of women have had to earn a livelihood. Many have had to be the total or partial support of dependents. As a result of the war, women's wage-earning responsibilities will be greatly increased. A large number of women in all types of positions will have to continue to take the place of men—to take the place as breadwinners of men who fail to return or come back incapacitated from the battle fronts.

To rebuild the world after the war, to reconvert our own country to normal, will require a vast amount of work—enough to absorb all dislocated workers. There must be a farsighted employment program of readjustment for men and women and of fair play to both.—*April 1943.*

Women's Advisory Committee, War Manpower Commission:

Government and industry must not assume that all women can be treated as a reserve group during war only, nor should those who wish to stay in the labor market be accused of taking men's jobs. The right of the individual woman to work must be recognized and provided for, just as is the right of the individual man to work.—*May 1943.*

If the rights of women workers are to be protected, intelligent and comprehensive programs will have to be evolved and put into effect. The committee is of the opinion that national planning should be taking definite shape now to provide employment outlets for everyone who wants to work—both men and women—after the war.

The Committee is in full recognition of the fact that men in the armed forces will have their old jobs back when they return if they want them. This is written into the Selective Service Act. It is further recognized that some women will leave their jobs of their own accord and return to their homes as soon as possible.

But any easy assumption that a great number of women will return to their homes is to be seriously questioned. Almost 14,000,000 working women are not newcomers to the labor force. The number of women who want and need to work has increased enormously during the war. There will be an even higher proportion of unmarried women in our population. There will be hundreds of thousands of women who must accept the permanent function of breadwinner because of the loss of husbands in the

[11] *See also* statement of the Under Secretary of War, p. 91; and Address by Mary Anderson, Proceedings, American Economic Association, 1944.

war. And there are the women who have adjusted their family life and found a new, often hard-won economic status which they do not wish to lose.

Prospects for job security and other new job opportunities after the war are as important to these women as to men. Furthermore, no society can boast of democratic ideals if it utilizes its woman power in a crisis and neglects it in peace.

The American people, therefore, must demand consideration of the status of women in all post-war plans. This consideration is important to the war effort now, and it is socially desirable for the post-war period.—*December 1943.*

Conference on Post-War Readjustment of Civilian and Military Personnel, National Resources Planning Board:

. . . Women and men who have shared similar responsibilities during the period of the war as workers in war industries or as members of the armed forces should enjoy similar rights and privileges with respect to demobilization and readjustment.—*June 1943.*

U. S. Senate Special Committee Investigating the National Defense Program (Mr. Truman, Chairman):

Many of the women who have gone into our factories and done such splendid work during the war will want to continue working, and they are entitled to a chance to earn a good living at jobs that they have shown they can do.—*November 1943.*

PROPOSALS BY INTERNATIONAL LABOR ORGANIZATION AS TO EMPLOYMENT OF WOMEN

The following extracts are from one of the reports prepared by the International Labor Conference to present background material on the questions on the Agenda for its regular spring session, to be held in Philadelphia in April 1944 (ch. IX of Report III, The Organization of Employment in the Transition from War to Peace). The Recommendations as to Women Workers, which are proposed for discussion at the conference, also are included here.

If full employment can be achieved, the solution of women's special problems will, of course, be greatly facilitated. But the employment shifts which are bound to accompany the transition from a wartime to a peacetime economy are likely to give rise to temporary difficulties in respect of women's employment, since woman power is still generally regarded as a reserve of labor which can be tapped or neglected at will.

During the present war, the reserves of woman power have been drawn upon very freely . . . Furthermore, women have been entrusted with the most varied types of work and functions, at nearly every level of skill and responsibility.

[During] the economic depression, . . . one school of thought was then in favor of eliminating women, especially married women, from the employment market as a remedy for unemployment. It need hardly be emphasized that such a remedy is inef-

fective; it merely shifts the incidence of unemployment and is, in fact, more difficult to apply than had been anticipated.

The last depression, indeed, clearly showed that unemployment increases the number of applicants for employment within the family circle. The remedy is, therefore, not to try unsuccessfully to bar married and other women from employment but to develop social security measures which will give women real freedom to choose between whole-time domesticity and a paid occupation, which they can do only if the pressure of economic necessity is relaxed.

The practical methods of applying the principle of equality of opportunity for employment must be worked out within each occupation.

PROPOSED ILO RECOMMENDATIONS AS TO WOMEN

Having regard to the ability which women have shown during the war in the skillful performance of the most varied jobs, and in accordance with the consistent policy of the International Labor Organization, it is suggested that the redistribution of women workers in the peacetime economy should be organized on the principle of complete equality of opportunity for men and women on the basis of their individual merit, skill, and experience.—*Paragraph 37.*

In order to place women on a basis of equality with men in the employment market and to prevent competition among the available workers, prejudicial for all alike, it is suggested that measures should be taken to encourage application of the principle of equal pay for equal work, a principle which the Organization has consistently supported from the outset.—*Paragraph 38 (1).*

As a means of facilitating the application of this principle, it is suggested that investigations should be conducted, in cooperation with employers' and workers' organizations, for the purpose of obtaining information on the quantity and quality of work performed by men and women in the same or comparable occupations and jobs, and thereby establishing standards of evaluation permitting of the comparison of job performance and the fixing of wages on that basis.—*Paragraph 38 (2).*

Finally, without prejudice to opportunities for the employment of women in other occupations, the employment of women should be facilitated by action to raise the relative status of industries and occupations in which large numbers of women have traditionally been employed and to improve conditions of work and methods of placement therein.—*Paragraph 39.*

STATEMENTS INDICATING POLICIES OF NATIONAL WOMEN'S ORGANIZATIONS

American Association of University Women:

The National Board of this organization voted in June 1943 to endorse the policy stated in May by the Women's Advisory Committee of the War Manpower Commission. (See quotation above.)

It was considered that in concrete terms this reaffirmed the following resolution passed at the 1941 biennial convention:

> Women in a democracy should have opportunity to participate fully in the intellectual, social, economic, and political life of the Nation according to their ability as persons without restriction because of sex or marital status.

The Board recommended:

> That we support efforts to secure qualified personnel on policy-making boards, staff, and conferences, with full recognition of the expertness of women as well as men, and that we cooperate where desirable with other organizations to secure the inclusion of competent women. (For later statements, see the quarterly *Journal* of this organization.)

National Board of the Young Women's Christian Association:

Mrs. Henry A. Ingraham, then president of the Board, stated:

> We accept the challenge to aline ourselves with like-minded organizations, with Government, education, labor, and the church, for many specific purposes and for the general over-all purpose of securing for women opportunities for greater leadership and fuller service to mankind.—*October 1943.*

Miss Juliet O. Bell of the Board says:

> A new philosophy of work for men and women may be one of the fruits of the present conflict—that work is a way of life and not a matter of getting and keeping jobs . . . Only when all able persons in a society take their rightful part in cooperative enterprises can society enjoy full health and vigor.—*October 1943.*
>
> (For later statements see *The Woman's Press*, published monthly.)

National Federation of Business and Professional Women's Clubs:

Dr. Minnie L. Maffett, president, in addressing this organization's national convention in July 1943, stated:

> An organization like ours must see that opportunities for a woman to use her talents are never again closed. Moreover, every woman in a high position must be made to feel that she owes it to all women who are coming after her to hold the door open. In our clubs we must take our places with organizations that are concerned with post-war economic planning, to make certain that in that planning provision is made for jobs for both men and women. Broad expansion in industry and better systems of distribution must be developed if we are to be honest and fair to the old employees, the millions of new recruits, and the 10 million returning soldiers after the war is ended.

Dr. Maffett recommended further:

> That nationally, in the States, and locally, we initiate and cooperate, when a need exists, with appropriate organizations applying themselves to economic and social problems involving winning the war and winning the peace; and

That the Federation demand the enforcement of the principle of equal pay for comparable work.

(For later statements, see *The Independent Woman*, published monthly.)

National Women's Trade Union League:

Rose Schneiderman, president, has made these statements:

We must give the impetus of our collective voice raised in support of post-war jobs for women as well as men, equal pay for equal work, and adequate social security.—*October 1943.*

Demobilization of millions of women when the war ends will indeed challenge us. But it is right that the youngest among them, the 16-year-olds who are doing war work now, should go back to school. It is right that some of the very old women who have been drawn back into industry be allowed to return home. And if women with young children can be supported without working, they should have that privilege.

There will be a tremendous chance for women in retail trades and service industries which have been drained. There will be opportunities in the many war plants which will be converted to peacetime purposes, some of them entirely new.

Many men now in the armed services have been trained to more complex jobs and will not be coming back to their old jobs, and women may fill their old positions. There will be much reshifting, but not a situation to warrant complete pessimism.—*November 1943.*

(For later statements see the monthly mimeographed publication, *Life and Labor.*)

In addition to the foregoing, statements far too numerous to quote have been made by outstanding women from all walks of life who have been thinking along these lines—educators, vocational advisers, labor-union officers, executives, editors and feature writers, radio commentators, personnel administrators, women in public life, and those in many other professions.

U. S. GOVERNMENT PRINTING OFFICE: 1944

U. S. Department of Labor
WOMEN'S BUREAU
Washington

December 6, 1944

SOME BASIC STATISTICS

Census - March 1940

Total number of women in labor force		13,010,000
Employed (including women on emergency work)	11,240,000	
Unemployed (seeking work)	1,770,000	
Percent women formed of labor force		24.5

December 1941 - Before Pearl Harbor

Total number of women in labor force		13,770,000
Number employed	12,850,000	
Unemployed (seeking work)	920,000	
Percent women formed of labor force		25.7

March 1944

Total number of women in labor force		16,880,000
Number employed	16,480,000	
Unemployed	400,000	
Percent women formed of labor force		32.9
Number of same women in labor force both in December 1941 and March 1944		10,230,000

From March 1940 to March 1944 - Large Increase of women workers

Increase in number of women employed in civilian labor force	5,240,000
Decrease in number of unemployed women	1,370,000

(Probably most of these found jobs because of the war)

All-Time Peak in Women's Employment - July 1944

Number in the civilian labor force.....		19,110,000
Employed..... (Includes seasonal workers such as additional women in agriculture)	18,590,000	
Unemployed.....	520,000	

Number of women in civilian labor force - October 1944.....		18,460,000
Employed.....	18,140,000	
Unemployed.....	320,000	

Estimated number of women in the labor force in the immediate postwar period.....	15,000,000

Types who will withdraw from the labor market

1. Young girls who will go back to school, it is hoped.
2. Some older women at retirement or past retirement age.
3. Some of the 3,710,000 housewives who joined the labor force, but not all, took jobs just for the duration.
4. War casualties increase women workers' wage earning responsibilities. (After the war many married as well as single women must earn their own living, and in many cases also support dependents)

Estimated number of women in the labor force by 1950 (according to John D. Durand of the Bureau of the Census)

Over 16,000,000 -- or 3,000,000 more than in 1940 as a conservative estimate. This, he says, includes 2½ million growth that would have been expected under normal peace conditions, leaving only ½ million as the additional number due to war. His less conservative estimate is 1 million additional due to war.

Statistics on women workers by marital status

	March 1940	March 1944	Increase
Number of single....	5,340,000	7,030,000	1,700,000
Number of married...	4,170,000 1/	7,310,000	3,140,000
Number of widowed...	1,632,000	2,140,000	510,000

Statistics on women workers by age

	Under 20	20-24	25-34	35-44	45 and over
March 1940	1,377,000	2,660,000	3,560,000	2,465,000	2,782,000
March 1944	2,200,000	3,180,000	3,890,000	3,640,000	3,970,000
Increase	823,000	520,000	330,000	1,175,000	1,188,000

1/ Of these 3,550,000 had husbands present in home.

U. S. DEPARTMENT OF LABOR

Division of Labor Standards

Summary of Remarks on

WARTIME EMPLOYMENT CHANGES - THE OUTLOOK

by

Charles D. Stewart, Chief
Occupational Outlook Division, Bureau of Labor Statistics

August 16, 1944

Reconversion Employment Outlook

Peak munitions employment, November 1943	10,400,000
Reduction since November (about 100,000 a month)	950,000
Reduction after V-E Day (with some reconversion)	3-4,000,000
Reduction in wartime Government employment	3-500,000
Unemployment 6 months after V-E Day (National total)	4,000,000

Continuing war expenditures and pent-up consumer demand may prevent serious Nation-wide unemployment. This demand would probably fill the gap left by a 30% cutback in war goods, but perhaps not by a 50% cut. In the latter case, the situation would depend on how both employed and unemployed spend reduced income and war savings.

Reconversion delays and bottlenecks arising out of continuing priority for war production will make it almost impossible in any case to achieve full use of released manpower. Unemployment will be severe in areas where curtailment is concentrated and conversion possibilities are unfavorable.

Post-war Employment Outlook 1/

	Labor Force			
	Total	Employed	Armed Forces	Unemployed
April 1940	54,000,000	45,500,000	500,000	8,000,000
April 1944	63,000,000	51,000,000	11,000,000	1,000,000
Estimate 1947	60,000,000	49-52,000,000	2,500,000	5½-8½,000,000

1/ Outlook prepared by various organizations, not Bureau of Labor Statistics.

Occupational changes

If we look at the changes in employment by broad occupational groups (rather than by industry groups) we can note the following significant shifts between April 1940 and April 1944.

(a) The number of craftsmen, foremen and operatives increased from about 13½ to 19 million, with substantially more men employed and double the number of women.

(b) Similarly the total number of clerical and kindred workers (excluding sales clerks) increased from 4½ to 6½ million, with the whole increase of 2 million accounted for by women.

(c) Only a slight decline (300,000) occurred in the sales and kindred worker group, but in this case the number of men was almost cut in half and the number of women almost doubled.

(d) Domestic service workers decreased by almost 25 percent, as a result of wartime opportunities for women ordinarily engaged in this low-paid field to find other work.

(e) Contrary perhaps to common impressions, the number of persons engaged in other commercial service occupations increased, the gains in the number of women offsetting the relatively small losses among men.

(f) The number of women engaged in farming increased but there was a substantial decline in agriculture during the war, the total declining by 1½ to 2 million.

(g) Outside of agriculture, the number of proprietors, managers, and officials actually rose, both for men and women, although there is evidence of declines in the number of small businesses.

(h) The number of professional and semi-professional workers in the civilian population declined (although not the number of women) but this is readily explained by withdrawals of professional people into the armed services and the difficulty of increasing the supply in the short run.

Population changes

The relative wage differentials, among other factors, induced large shifts in population from rural to urban areas, from the less to the more

industrialized States, to new centers of industrial or military activity. According to Census Bureau estimates, now being released, the net civilian migration of about 3½ million persons represents a flow from the central to the periphery States, including the coastal States, the Great Lakes States and others in the highly developed old industrial areas, and the Gulf States. New York, Pennsylvania, Wisconsin and New Hampshire were exceptions to this general movement, although the net civilian migration in these instances was relatively small percentage-wise.

Women and Youth

During the four years from April 1940 to April 1944 the labor force increased by about 6.7 million over and above the increase that would be anticipated on the basis of population growth and labor market participation trends. About 3 million is accounted for by women, and about 1.7 million by boys 19 years of age or younger. As to age distribution, two-fifths of the abnormal increment (or about 2.8 million) is accounted for by youngsters 14 through 19 years of age who would normally be in school. Youth of college age (20 through 24) including wives of servicemen, provided almost 1 million of the total. Because of the normal high rate of labor market participation amongst males 25 through 44, only small abnormal increments are shown for these groups; and the number of women 25 through 34 is little greater than normal. On the other hand there are in the labor force almost 1½ million workers between the ages 35 and 64 and about 800,000 men 55 years of age and over who would not normally be in the labor force.

Wartime concentration of production and facilities

Wartime changes in production and location of new plant facilities constitute significant post-war facts for the various States.

(a) The more industrialized States before the war have benefited generally from concentration of war orders and new facilities. A high proportion of the more convertible plants are in these States in the Northeastern section of the country.

(b) Industrial development was intensified in the three new (pre-war) manufacturing areas - California, the Tennessee Valley and the Gulf States - with less favorable prospects for reconversion or post-war markets.

(c) Wartime manufacturing activities in the Central West and Southeast tended to be highly specialized war products, such as aircraft or explosives, with poor post-war prospects.

Prepared by Mary V. Robinson for use of the
Secretary at conference of national organizations
arranged by Women's Bureau -- December 4-5, 1944

Files

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		
✓	Robinson.		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

OPO 16—24460

SUGGESTIONS AS TO COMMENTS

I am glad to be with you today to tell you how pleased I am to see your splendid cooperation, as representatives of voluntary organizations, with the Women's Bureau in promoting a sound reconversion program for women workers.

I know that yesterday you discussed the technicalities -- the reconversion problems as they affect women -- and that you are well aware of the size and complexity of these questions. You have had presented to you by the Women's Bureau, as the special agency in the Department of Labor charged with the responsibility for formulating policies and standards to promote the welfare of women workers at each turn of the economic cycle, the great need to meet such challenge as related to the reconversion period.

As you know, the problems of women are just a part, though an important part, of the whole program of guaranteeing job opportunity for all who need or want jobs, and social and economic security for all our people.

The necessity for such planning in advance of the cessation of hostilities is inescapable in view of the bitter experiences after World War I, due to lack of a planned program to cushion the sudden transition from war to peace.

Also since that time we have acquired more than a realization of the need to plan for peace while still at war. We have acquired the essential cornerstones on which to build a sound postwar program.

First, in the field of labor legislation very real progress has been made during the past decade to place a floor under wages and a ceiling to hours. We have the Federal Fair Labor Standards Act and the strong possibility after the emergency of a return to the 40-hour week in industrial establishments falling within this Act's jurisdiction. We have the State minimum wage legislation for women in over half the States, and a developing trend to cover men with such laws. We cannot be

satisfied until all States are brought into the minimum wage fold to protect workers in the intra-State or service industries, and satisfactory minimum rates for all occupations are established.

We have a good start in the direction of equal pay legislation for women with the 5 States having such a law, and the promise of considerable expansion in this respect.

We have State maximum hour legislation, with fairly extensive provision for the 8-hour day for industrial women, and we have the machinery for restoring those legal hour standards relaxed to meet war production needs. At the beginning of the war only half the States had imposed a limit of 8 hours a day and/or 48 hours a week or less for women in at least some occupations.

Another effective medium that we now have on an expanded scale, as compared with 25 years ago, for raising standards above the legal minimum is the greatly increased use of collective bargaining, with workers' rights to carry on such techniques guaranteed by the National Labor Relations Act, passed in 1935. The growing participation of women workers in the trade union program and the growing trend for organized labor to give more attention to the problems and rights of women as workers can serve to protect the interests of both men and women in the transition to a peacetime basis, with due consideration of seniority rights and the basing of rates on job content without regard to sex.

As a shock absorber to men and women shifted out of jobs by cut-backs or reconversion we have the United States Employment Service with its network of 4000 local offices. There was no such coordinated nation-wide system after World War I. We all realize that our present employment service, which is well organized to meet war demands, must readapt its facilities and be ready to handle the applications not only of millions of ex-service men and women but of even more millions of demobilized war workers.

As a fourth cornerstone, and one of our greatest achievements since the last war, is our social security program. This will prove one of the most effective

factors in mitigating some of the hardships of the transition period. But to make it a more effective aid to our people, this program calls for considerable extension. One of the most essential steps is to cover with the old-age and survivors' insurance the workers now exempted. It should be made available to domestic and farm workers, also to self-employed persons, business and professional people, operators of farms, etc., who wish to buy into the system. Also benefits for unemployment should be extended to workers not yet covered, and to meet the individual needs. Other desirable steps includes Benefits for vocational rehabilitation of those who must transfer to new and unfamiliar jobs, benefits to cover disability due to illness or non-occupational accidents, to cover hospitalization, and even maternity benefits to families of insured persons.

Just as the voluntary organizations which you represent have been a tremendous force for helping bring into existence the cornerstones I have described as well as the agencies responsible for the proper functioning of such structures, I know you will continue to work for the broadening and strengthening of this whole foundation and for the building of an even sounder and finer type of democracy in our world tomorrow.

Post War Conf

Miss Jay December 1, 1944

Frieda S. Miller

Conference on Postwar Adjustments of Women Workers, December 4 - 5, 1944

The Women's Bureau is holding a small working conference to be held in Secretary Perkins' conference room, December 4 and the morning of December 5, to consider the adjustments of women during the reconversion period.

Those invited to attend the conference comprise key women as representatives of 30 important national organizations concerned in some way with the questions on the agenda.

If you are free to drop in for all or any part of the conference, we shall be very glad to have you. I am attaching a copy of the agenda and of the letter sent to the various organizations.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

M. Robinson

SUGGESTIONS SUPPLEMENTAL TO AGENDA

(Note: Agenda should be sent to delegates in advance of conference so that they will have time for its consideration and be formulating their ideas and considering the relation of their organizations to it.)

I. Objectives of the Conference

1. To develop specific policies to be advocated in the public interest in regard to women workers for the reconversion and post war periods.
2. To plan methods by which the Women's Bureau and the various organizations can cooperate with each other for the effective furthering of these policies.
3. From the Conference also should develop a further definition of what the problems are that are likely to be met.

I & II. Objectives and Problems

Miss Miller will probably wish to include the overall picture of the problems in her initial statement.

1. Also at this point attention should be called briefly to the probable expansion of civilian production and services to meet, (1) National Needs (2) World Needs and Women's job opportunities, (1) in usual occupational fields (2) in new fields.
2. E. Should include under substandard occupations:
    1. Teaching and other low-paid professional work
    2. Service trades
    3. Domestic service

The Brief statement of Women's Bureau planning for reconversion period might cover initial planning by Bureau research work and studies--by Miss Pidgeon. Statement of progress of field study--by Miss Nienburg.

IV. Economic Factors

For this statement the names of:

John H. G. Pierson, National Planning Association and formerly with BLS
Alvin H. Hansen, Economist, Federal Reserve System, Professor Political Economy, Harvard University and
Marion Hedges, Executive Director of the International Brotherhood of Electrical Workers.

III & V. Policies and Methods

Initial outlines should be prepared or agenda in full sent to delegates so that time can be alloted discussion for and exchange of ideas on

these sections.

The Women's Bureau could offer to prepare further suggestions as to method and to cooperate further (1) at the National level with necessary conferences and (2) in various regions and communities in working out methods for their particular needs.

METHODS FOR TRANSLATING POLICIES AGREED ON INTO ACTION

(Some of these methods would be applicable at National, some at local levels, and some at both.)

A. National Level

1. Continued cooperation between Women's Bureau and Women's Organizations.
   a. Reciprocal informational activities.
   b. Further development of necessary policies and procedures.
2. Cooperation between national headquarters of women's organizations and their local branches re program developed by Conference.

B. Regional Level

1. Setting up of Regional Conferences of Women's Organizations represented at Washington Conference together with representatives of other women's organizations active in the area for purposes of cooperation and education. To follow the general outline of the Washington Conference to be sponsored by Women's Bureau and key women's organizations.

C. Local Level

1. Stimulus to study and understand needs and facilities for women workers in the particular community.
   e.g. - Basic industries and their needs for women workers (see 3 below); women seeking jobs and facilities of employment agencies for counseling and placing (see 4 below).

2. Plans for women members who are well informed and active as to the interests and needs of women workers in the community to be included in all local planning groups.

3. Plans for committee representing employers, the local employment service, and women workers to explore the local situation and the needs of women workers, and specifically their employment opportunities and placement. (This should not be done until some knowledge of needs under 1 is attained.)

4. Consider efforts to be undertaken by women's organizations for competent activities to supplement the employment service counseling facilities where these are inadequate.

5. Plans for committees of employer and worker groups to consider problems and plan methods for developing standards for women's work in local service industries.

6. Similar activites for household employees.

7. Other problems found and helps to their solution.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Leave blank

Post War and Optimum Hour Study

Plant 1___ 2___ Other - check: [-] [+]

City _____ _____
Plant _____ _____
Product _____ _____
Department _____ _____
Job _____ _____
Hours _____ _____
Method of pay _____ _____
E.O.D. and left _____ _____
Pl. _____ _____
Job _____ _____

Employee Interview

1. Name _____ 2. Address _____

Personal Data (Circle appropriate item)

Code (disregard):	1	2	3	4	5	6	7	8	9	X
3. Race	W	N	O							NR
4. Age	14-17	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50 and over	NR
5. M. S.	Single	M.P.S.	M.P.N.S.	M.A.S.	M.A.N.S.	W.D.				NR
6. Total time in this job	Less 3 mos.	3 U 6 mos.	6 mos. U 1 year	1 U 2 years	2 U 3 years	3 U 5 years	5 U 10 years	10 U 25yrs	25 yrs. & over	NR
7. Usually gain-fully employed:	Yes	No	Industry _____ Job _____							NR
8. Total time worked	Less 3 mos.	3 U 6 mos.	6 mos. U 1 year	1 U 2 years	2 U 3 years	3 U 5 years	5 U 10 years	10 U 25yrs	25 yrs. & over	NR
9. Status month before P. H.	Emp.	Public Emerg.	Seeking	H.F.	School	Other				NR

10. If employed month before Pearl Harbor: Industry _____ Job _____

Code (disregard):	01	02	03	04	05	06	07	08	09	10	11	12	13	XX
11. Schooling	-G6	G6	G7	G8	H1	H2	H3	H4	C1	C2	C3	C4	C5 & over	NR

Comments:

Agent _____
Date _____

Post War Study Only

12. After the war do you expect to: (check only one)

a. Stop work
   1. At once _____
   2. When earner(s) return from service _____
   3. When war job ends _____
   4. Other (explain) _____

b. Continue indefinitely (check one or more)
   5. Need support self _____ other(s) _____
   6. Money for special purpose(s) _____
   7. Like employment _____
   8. Like having own money _____
   9. Other (explain) _____

13. Do you want: Same occupation if possible? (1) Yes _____ (2) No _____

14. Occupation desired, if other: _____

15. Reason for wanting occupation change: _____

Migration

16. Residence before Pearl Harbor (a) State _____ (b) Community _____
Farm: (1) Yes _____ (2) No _____
(c) Did any of immediate family remain in former community? (1) Yes _____ (2) No _____

17. Residence planned after war: (1) No change _____ (2) Return previous _____
Other place _____ State _____ Community _____

18.

Earnings and contributions of worker	Amount	Period	(For office use) Amount	Percent
Take home earnings				
Regular contribution to household				
Regular contributions to others (outside of household)				

Special contributions made by worker in last six months to other family persons outside of the household. Explain: _____

Post War and Optimum Hour

19. Worker living in family household _____ : Apart (1) Board and room _____
(2) Other (explain) _____

20. Family household (exclude lodgers, servants)

	Member (relationship to worker)	Number of members	Number of earners	Number of earners contributing to household
Members 14 years and over	Total number:			
	Worker			

21.

Children in household (Under 16 years)		
Age	Total	Own
Under 2 yrs.		
2 - 5 years		
6 - 9 years		
10 - 13 years		
14 - 15 years (Entered in 20 also)		

22. Describe any difference in household during 1st period (for hour study only):

23. List relationship to worker of service persons contributing regularly:

24. Other sources of income: _____

Optimum Hours Only

Home Demands

	1st	2nd
25. Hour rise		
Hour depart		
Transit time - Total		
Hour reach home		
Hour retire		
26. Usual method of transportation		

27. Home duties (check one or more)	1st	2nd
Inapplicable - boarding		
None		
All or major part of the work		
Not all:		
General responsibility		
Cooking		
Marketing		
Cleaning		
Laundry		
Care of children - explain		
Other		

28. Was it easier to meet home demands under 1st _____ or 2nd _____ schedule?

29. Free Time: How much and how spent:
1st period: _____
_____
2nd period: _____
_____

30. What effect do longer hours have on your other activities - home duties, leisure?
_____
_____
_____
_____

Work Hours

31. _____

Period	Begin	End	Days per week	Lunch period	Daily	Weekly	Rest periods Number and length
Hours: 1st. period							
2nd. period							

To what extent do you work over your scheduled hours:
1st. period _____
2nd. period _____

32. If change in shifts, within each period, note. If rotate, comment on effect.
_____
_____
_____

33. Rest periods: What use do you make of your rest periods? _____
_____

Is food available? _____

Production

34. Pace; Do you try to turn out a definite amount - daily Yes___ No___ - weekly Yes___ No___

35. How do you determine this amount? _____

36. Did you set the same stint in each period? Yes _____ No _____
If not, what was difference: _____

37. Was it easier to make your hourly stint in 1st period_____ 2nd period_____?
Comment: _____

38. During which period did you work most efficiently? 1st_____ 2nd_____

39. (1) Were you noticeably more tired during 1st_____ 2nd_____

(2) Comment as to day of week and hour of day. _____

40. How did your physical fitness compare during the two periods, (minor ailments not causing lost time as - headaches, common colds, pains in back or leg, indigestion, eye trouble, etc.) _____

41. **Absences**

1st. period				2nd period				
Date	Day of week	No. of days	Reasons (code)	Date	Day of week	No. of days	Reasons (code)	Reasons (code)
								1. Personal illness due to plant accident
								2. Illness due to other causes.
								3. Family illness
								4. Home duties
								5. Transportation
								6. Visiting service relatives
								7. Personal business (shopping, dentist etc.)
								8. Vacation
								9. Other
								X. No report

42. Attitude toward job: _____

43. Reason for leaving job: Plant job _____ Other job _____

44. Special worries and problems during - 1st period: _____

2nd period: _____

45. Discuss length of work day and week that would be most suitable for you.
Have you ever worked this schedule: Yes _____ No _____

Ret'd by Miss Alexander

WOMEN'S BUREAU RESPONSIBILITIES CONNECTED WITH RECONVERSION BLUEPRINT FOR WOMEN

Field Study

A. 1 (a) Occupational studies in specific industries, recommendations as to types of jobs well done by women, and future possibilities for women.
(b) See also 2 under B.

5 (a) Study of laundry industry.

(b) Study other industries, as cotton textile, hosiery, shoes, electrical, etc. Payroll, conditions, occupations, recommendations.

6. Study specific advantages to workers of union organization (e.g., wage, other)

B. 1. Payroll studies in selected industries (see also 1 (a) and (b) under A, and 5 (a) and (b) under A)

2. Study of occupations and wages in selected industries in order to recommend equal pay standards. (See 1 under A)

Labor Legislation and Administration

B. 1 and 2. Hold conferences and prepare legal information and recommendations to aid in restoration and improvement of legal labor standards and their administration.

3. Study and define the inequities in law and administration that tend to deny to women the benefits of unemployment compensation.

Research

A. 1 (c) Study outlook for women in specific occupational fields.
(d) Prepare available data for regions as required and as possible.
(e) Kinds and numbers of jobs which will evaporate.

2. Suggest policies as to lay-offs.

5 (c) Study outlook for women in provision of eating facilities in a broad program for job opportunity and conditions of work.

8. Study and recommend specific programs suited for women under public works plans.

Public Information

B. 5 (a) Work to raise standards for household employment.
(b) Specific work on problems of special groups - Negro, older, handicapped.

FUNCTIONS IN DEVELOPMENT OF RECONVERSION BLUEPRINT FOR WOMEN

The general outlines of a Reconversion Blueprint for Women were adopted at a conference of officials of women's organizations with the Women's Bureau, December 1944.

In developing this Blueprint for the needs of women, the following specific lines of work would tie in most directly with the functions of the various parties to the conference.

Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
A.			
1.(a) Occupational studies in specific industries, recommendations as to types of jobs well done by women, and future possibilities for women. (b) See also (c) under B 1 and 2 (c) Study outlook for women in specific occupational fields. (d) Prepare regional data. (e) Kinds and numbers of jobs which will evaporate.	Watch legislation indicated here and support legislation indicated under A3.	See 3.	Provisions for contract termination. Also see 3
2. Suggest policies as to lay-offs	Publicize procedures	Publicize procedures. See extent of application in local plants.	
3. - -	Support legislation indicated	Note extent to which local employment services have adequate facilities, and see what the needs are.	Support for U. S. Employment Service local counseling facilities and placement.
4. - -	Note extent to which counseling, training, and retraining facilities are open to women, and see what needs are. Support funds.	Note extent to which counseling, training, and retraining facilities are open to women locally and see what needs are. Support funds.	Money for support of such programs.

Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
5.(a) Study of laundry industry (b) Study other industries, as cotton textile, hosiery, shoes, electrical, etc. Payroll, conditions, occupations, recommendations. (c)Study outlook for women in provision of eating facilities in a broad program for job opportunity and conditions of work.	Work for the improvement of conditions where needed and for legislation indicated.	Become familiar with conditions locally and work for their improvement where needed.	See B 1 and 2
6. Study specific advantages to workers of union organizations (e.g., wage, other)	Support legislation.	Become acquainted with local union needs.	Collective bargaining laws.
7. - -	- -	Support legislation indicated.	Provision of funds for workers' return, including women.
8. Study and recommend specific programs suited for women under public works plans.	See-9	See 9	Public works legislation including plans in which women also can work.
9. - -	See that women are included in public postwar planning bodies.	See that women are included in local postwar planning bodies.	- -

Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
B.			
1. and 2. (a) Payroll studies in selected industries (see also 1 and 5 under A,	Work for legislation indicated.	Work for legislation indicated.	Restoration of former labor standard and improvement of legal labor standards as to minimum wage, maximum hour, equal pay and collective bargaining.
(b) Hold conferences and prepare legal information and recommendations to aid in restoration and improvement of legal labor standards and their administration.			
(c) Study of occupations and wages in selected industries in order to recommend equal pay standards. (See 1 under A)			
3. Study and define the inequities in law and administration that tend to deny to women the benefits of unemployment compensation.	Work for removal from unemployment insurance of inequities in law and administration that tend to deny benefits to women.	Work for removal from unemployment insurance of inequities in law and administration that tend to deny benefits to women.	Remove legal inequities and restrictions that tend to deny benefits to women.
4. - -	Work for legislation indicated.	Work for the legislation indicated.	Organization and appropriations for State Departments of Labor.
5.(a) Work to raise standards for household employment. (Also see 5 under A)	Work for legislation indicated. Sponsor conferences and work designed to help solve problems of these groups.	Work for legislation indicated. Organize local groups to aid in solving problems of these workers.	Extension of labor laws to cover household workers. Other legislation affecting special groups.
(b) Specific work on problems of special groups--Negro, older, handicapped.			

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Pidgeon DATE: October 20, 1944

FROM : Helen Sater

SUBJECT: Conference of National Organizations

Miss Miller suggested that we "work and pray" over Article III. When and if you have time, will you enumerate on paper the items you think should be included here before our next joint conference on agenda.

Also, please. Would you list the material you think advisable to send delegates in advance of the Conference - not too much - and material to be included in folder to be handed delegates at Conference. The latter to relate to subjects scheduled for discussion. We are to have a session with Miss Miller on this too.

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Miller DATE: Sept. 14, 1944

FROM : Mary Elizabeth Pidgeon

SUBJECT: Suggested revision of part II of program discussed in staff meeting. No doubt this program will need much further discussing, elaboration, and revision. It was my understanding thay you wanted me to suggest some revision following the last staff conference which I am doing as follows:

II. Non-legislative program, i. e., a community program for the constructive handling of transition problems
  (1) Aid in the active participation of women in community groups to plan constructively for employment opportunities for women based on a full employment program.
  (2) Stimulate development and maintenance of training opportunities both for new and for older types of occupation
  (3) Where employment service counselling facilities are inadequate, stimulate women's organizations to supplement their facilities
  (4) Further develop the Women's Bureau program for pay for the job
  (5) Where lay-offs are necessary
    (a) Reduce by releasing first those who want to go home
    (b) Emplore the possiblity of retaining the remaining labor force through a short period of reconversion by means of shortened hours
    (c) Call for further voluntary offers to go home
    (d) In further lay-offs see that the seniority principle is adequately preserved, without discrimination against women, including married women
  (6) Rehabilitation of service and consumer goods industries in which women have long been employed so that the community can recommend their return thereto. These industry plans to be developed as plans for conference with employer and worker groups to establish voluntary standards.

II. Non-legislative program, i. e., a community program for the constructive handling of transition problems

(1) Development and maintenance of training opportunities both for new and for older types of occupation

(2) Where employment service counselling facilities are inadequate, supplement their facilities (by activity of women's organizations)

(3) Pay for the job

(4) Where lay-offs are necessary

(a) First step should be to shorten hours

(b) Reduce by releasing those who want to go home

(c) Call for further voluntary offers to go home

(d) In further lay-offs see that the seniority principle is adequately preserved, without discrimination against women, including married women

(5) (Former (6)

1 1

Miss Pidgeon

FOR DISCUSSION AT STAFF CONFERENCE FRIDAY Sept 8-1944

Subject: Adequate reporting, to staff members of professional classification, of conferences attended by Bureau representatives, as well as of memoranda or letters having significance.

I believe it is important to keep our professional staff informed of meetings attended by Bureau representatives, and informed of correspondence as well, if it has significance. I want, therefore, to inaugurate a system to insure continuing adequacy of this reporting, and the following has been decided upon as the best method of operation.

1. When Bureau members act as official delegates or representatives to conferences, round tables, panel discussions and the like --

   a. Outside Washington
   b. With other government agencies in Washington
   c. With intra-departmental committees or officials

   A report in briefest form, of matters of interest arising at the conference, shall be prepared and sent to Mrs. Nyswander immediately.

   Brief form

   (Field agents attending such meetings already report in writing, and all letters from the field are routed to Mrs. Nyswander.)

2. An extra carbon of letters and memoranda relating to important decisions on policy, and of recommendations or information on various important categories, with sufficient data to orient the reader, to be made and sent to Mrs. Nyswander who will circulate those having significance.

Once a week Mrs. Nyswander will circulate such material to designated staff members, who will dispose of it within 2 hours of receipt thereof.

Time

The folder is to be returned to Mrs. Nyswander within a week's time. If the material cannot be read, or if the staff member is on vacation, the folder should be passed on and consulted later in Mrs. Nyswander's office.

An index will be made of the material, so that eventually a record will be available of Bureau participation in meetings, of important decisions on policy, and of recommendations or information on various important categories.

Memorandum

To: The Staff

From: Miss Miller

Subject: Adequate reporting, to all staff members of professional classification, of conferences attended by Bureau representatives, as well as of memoranda or letters having significance.

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Miss Miller

August 21, 1944

M.E. Pidgeon

Discussed with Miss Miller

Studies of Future Opportunities for Women

Such studies have been in progress using the method of carefully planned interviews with key informed persons and agencies representing the field of study, with discriminating interpretation of the results of these interviews.

By this method the Research Division has been handling the field of medical and allied occupations, and has reports well advanced on the following:

Occupational therapist
Physical therapist
Physician
Laboratory technician
Practical nurses
Hospital medical record librarian
Dental assistant
Assistant, doctors' offices

Registered nurses
  Institutional
  Private duty
  Public health
  Industrial
  Specialists:
    Psychiatric; Orthopedic;
    nurse-anesthesia; nurse-midwife

Besides obtaining the information needed, a further objective of this type of investigation is to enable the Bureau to give competent advisory service in a variety of fields; and in order to do this to have a personnel that is adequately informed on these fields.

The success of this or any other method obviously depends on the quality of the personnel engaged in it. It should be possible that some added information can be obtained when necessary through direct requests to some of the Bureau's regional agents to make a few added interviews near their regular stations. It is quite conceivable that the work by the interview method may in some cases uncover the need and also pave the way for fuller field study in some occupational lines. Of course the person in charge of one of these fields of study may need to interview persons outside Washington as well as those located here.

In this way, it is planned to undertake further such studies in:
Technical and scientific occupations (here a beginning has been made)
Social work branches
Librarians' work

Later to develop similarly:

1. The entire field of serving food to the public, including nutrition work of various types, possible further development of take-home services, restaurant work, etc. (If it seemed desirable this might even develop still further into food selling.
2. The field of clerical occupations
3. The field of sales occupations for women
4. Other service industries, and various community services.

In regard to <u>manufacturing industries</u>:

Factors affecting opportunities should be investigated in long-time woman-employing industries--e.g., textiles, clothing, shoes, electrical mfg., etc. The method of interview is one of the methods that has been used by the BLS. for industry studies looking to the postwar period. The Women's Bureau could make in these important woman employers a series of field studies (like its war-time occupational studies, e.g., aircraft, instruments, etc.). Of course this would involve for each study a schedule, clearance with the Division of Statistical Standards, and the time of field force to work on each study.

It is believed that even in the case of certain of these manufacturing industries it would be very fruitful to proceed largely by the interview method, in charge of one staff member and with supplementary information reported by some of the Bureau's regular regional agents. In cases where applicable, this could be less formal and might provide results more rapidly than a formal field study. In some cases it might show the need for, and pave the way for fuller field study. This is similar to the method the Bureau has used, for example for railroad occupations, and earlier for shipyards, the latter developing need for fuller field study. Obviously the effectiveness of this method id determined by the competency of the interviewer.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

TREND IN THE EMPLOYMENT OF WOMEN DURING THE WAR

The monthly reports made by the Bureau of the Census on the civilian labor force show an increase of about 6 million women workers since 1940. Women now are more than a third of all this country's workers, and 37 percent of all those in non-agricultural employment. The year of greatest increase in women workers was 1942, but the additional number who came into the labor force in 1943 and 1944 combined was even greater than the number who entered during 1942. The figures are as follows:

Date	Women in -			
	Civilian labor force		Non-agricultural employment	
	Number (in thousands)	Percent	Number (in thousands)	Percent
December 1940	12,530	23.8	10,660	27.4
December 1941	13,770	25.6	12,340	28.8
December 1942	16,020	28.1	14,720	32.8
December 1943	17,120	33.0	16,110	36.5
~~September 1944~~	~~18,440~~	~~34.8~~	~~16,150~~	~~37.0~~
October 1944	18,460	2/ 34.9	16,170	2/ ~~36.2~~ 37.2

2/ Preliminary

Data on Woman Employment in Each State

Attached tables show monthly data on woman employment 1940, 1943, and 1944; and 1940 Census data on women employment in each State. In using them, consideration must be given to the fact that there have been great changes in every State in the number and proportion of women workers.

Data as to woman employment in all the individual States are not available for a period later than the 1940 Census, though a few States make their own reports as to employment of women since 1940.

Should as many as one-fifth of the present women employees stop work, which now seems likely to be the maximum, the postwar labor force will include about 15 million women.

MEP
November 1944

Mrs Preisker after Conf Oct 4

PRELIMINARY OUTLINE

I - OBJECTIVES OF CONFERENCE

1. To develop specific <u>policies</u> to be advocated in the public interest in regard to women workers for the reconversion and postwar periods.

2. To plan <u>methods</u> by which the Women's Bureau and the various organizations can cooperate with each other for the effective furthering of these policies.

3. From the conference also should develop a further definition of what the problems are that are likely to have to be met and how they are likely to shape up.

II - INITIAL STATEMENTS

A. Problems Likely to be Met

Military and industrial dislocation of millions of women workers due to demobilization.

Dangers of discrimination against women

Women's lack of employment priorities and equal seniority with men.

Difficulties of women in securing Unemployment insurance.

Lack of opportunities for women's new skills

Equipment of employment service for placement of women

Wage standards in a contracting employment market

Wartime relaxation in labor standards

Women's reluctance to return to pre-war substandard occupations

Difficulties of special groups - married, older, handicapped, Negro.

B. Brief Statement as to Women's Bureau Planning for the Reconversion Period

What plans the Women's Bureau has set in motion; progress made; additional work under way; certain other needs seen; certain materials available from Women's Bureau.

MKP 10/3/44

III - PLANNING FOR POLICIES

Outline prepared in advance for each topic. This could be handled by the whole group, or to save time it might be handled by separate group discussions with recommendations to the entire group.

A. Non-Legislative Policies

Consideration of women workers in all postwar planning
Adequate employment service facilities for placement and counseling of women
Policies in administration of Unemployment Compensation
At what points should they be modified to fit urgent needs of women workers.
Policies for particular industries or occupations (as in the services and consumer industries). These will have to be more fully worked out in further conferences.
Policies for particular groups of women (as married, older, Negro, etc.).
Policies for retraining opportunities and development of essential retraining for women.
Wage standards - administrative policies
Policies and procedures for consideration where lay-offs are necessary.

B. Legislative Policies

Legal standards - needed changes

Restoration of State and Federal labor law standards
Extension of labor legislation to uncovered occupations
Extension of social security measures to exempted groups
A public works program to include women workers

IV - STATEMENT AS TO NEED FOR FULL EMPLOYMENT

Orientation as to economic factors and directives necessary for a high level of employment - a brief statement made by a qualified person from outside the conference.

V - FINAL FORMULATION OF POLICIES

II - PLANNING AND METHODS OF CARRYING FORWARD THE POLICIES AGREED TO

A - Cooperative Program at the National Level

1. Continued cooperation between Women's Bureau and key women's organizations

2. (a) Reciprocal informational activities
   (b) Development of necessary policies and procedures

3. Cooperation of key organizations of women in postwar planning programs, National and local.

4. Cooperation between national headquarters of key organizations and their local branches on women's future employment.

5. Establishment of cooperative program with other large national women's organizations (not informed on women workers' needs) for educational purposes.

6. Sponsoring by key women's organizations of community committees composed of representatives from various types of local organizations to give concern to women workers for

   (a) Local solutions of special problems
   (b) Coordinated program to develop domestic service as a desirable field.

Planning for further conferences

Industrial conferences on policies for sub-standard service and consumer industries.
Conferences on policies for special groups of women - older, Negro.

B - Regional conferences adapted to local needs, to be sponsored by Women's Bureau and key women's organizations.

C - Procedures for Further Policies in Local Communities

Plans for women members who are well informed and active as to the interests and needs of women workers in the community to be included in all local planning groups.

Plans for careful study and understanding of the needs and facilities for women workers in the particular community.
e.g. - Basic industries and their needs for women workers (see (c) below); women seeking jobs and facilities of employment agencies for counseling and placing (see (e) below.

Plans for committee representing employers, the local employment service, and women workers to explore the local situation and the needs of women workers, and specifically their employment opportunities and placement. (This should not be done until some knowledge of needs under (b) is attained.)

Cooperation of local committees with Government agencies, State and Federal, including regional representatives of the Women's Bureau.

Local or regional conferences of women in labor unions and in other organizations to discuss policies for women workers (similar in method to those aided by Miss Wolfe and Mrs. Sater).

Consider efforts to be undertaken by local women's organizations for competent activities to supplement the employment service counseling facilities where these are inadequate.

Plans for committees of employer and worker groups to consider problems and plan methods for developing standards for women's work in local service industries.

Similar activities for household employees.

Other problems found and helps to their solution.

D - Appointment of Follow-up Committees to Present Conference

December 11, 1945

To: Miss Hooks

From: Miss Miller

After a week of strenuous but very effective conferences, I suggest that we have a prompt evaluation of content and procedures. We can meet in my office at 2:30 p.m. on Thursday afternoon. Please come prepared to give me your reactions.

WOMEN'S BUREAU RESPONSIBILITIES CONNECTED WITH RECONVERSION BLUEPRINT FOR WOMEN

Field Study

A. 1 (a) Occupational studies in specific industries, recommendations as to types of jobs well done by women, and future possibilities for women.
(b) See also 2 under B.

5 (a) Study of laundry industry.

(b) Study other industries, as cotton textile, hosiery, shoes, electrical, etc. Payroll, conditions, occupations, recommendations.

6. Study specific advantages to workers of union organization (e.g., wage, other)

B. 1. Payroll studies in selected industries (see also 1 (a) and (b) under A, and 5 (a) and (b) under A)

2. Study of occupations and wages in selected industries in order to recommend equal pay standards. (See 1 under A)

Labor Legislation and Administration

B. 1 and 2. Hold conferences and prepare legal information and recommendations to aid in restoration and improvement of legal labor standards and their administration.

3. Study and define the inequities in law and administration that tend to deny to women the benefits of unemployment compensation.

Research

A. 1 (c) Study outlook for women in specific occupational fields.
(d) Prepare available data for regions as required and as possible.
(e) Kinds and numbers of jobs which will evaporate.

2. Suggest policies as to lay-offs.

5 (c) Study outlook for women in provision of eating facilities in a broad program for job opportunity and conditions of work.

8. Study and recommend specific programs suited for women under public works plans.

Public Information

B. 5 (a) Work to raise standards for household employment.
(b) Specific work on problems of special groups - Negro, older, handicapped.

EARLIER PROGRAMS OF SOME AGENCIES

Already have given attention to:

(1) Post-war employment and needs of women

(2) Study of own community

For Example:

AAUW - In June 1943 the Board of Directors endorsed the statement of the War Manpower Commission ("Government and industry must not assume that all women can be treated as a reserve group during war only, etc....."), calling attention to the fact that this reaffirmed a more general policy in an AAUW Convention resolution in 1941. (Journal, Fall 1943)

Program for the current year (Journal, Summer 1944) is very full on the economic status, including contributing to community planning for full employment; study of current planning for post-war employment, and of principles stressed by women's groups.

BPW - 1942 program to increase production (Independent Woman, July 1942)

a. Proposed speakers from various groups on women's reconversion needs;

b. Sought to find out what planning local industries were doing.

1943 - Committee recommendations had an eye to post-war problems, and President recommended cooperating with other agencies, State and local, in solving problems. (Independent Woman, August 1943)

1944 - Program included recommendations for:

Study of local community
Join local planning groups (Independent Woman, July 1944)

February 1944, a definite post-war policy was issued by the Legislation Recommendations and Executive Committee that post-war planning should include:

1. Economic development that will achieve the highest possible level of employment.
2. Sound personnel practices for men and women, including equal opportunity for advancement and equal pay for comparable work.
3. Adequate counseling, training, and placement facilities.

YWCA - Currently has been holding a series of regional conferences with women's reconversion problems foremost.

MEP
Nov. 29. 1944

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN'S BUREAU EARLY RESEARCH AND PLANNING FOR WOMEN AFTER THE WAR

By the middle of 1943, some 6 million more women than ever before had entered the labor force. Concern was being expressed as to what would happen to these women after the war. The Women's Bureau Research Division then began work on forward-looking plans along several fronts. This is the Bureau division normally responsible for outlining the overall picture as to the background and direction of women's employment, interpreting data and changes, and planning for the filling in of the various important parts of the picture.

A 4-point research program that has been under way includes making a balance sheet as to women at work, measuring their occupation shifts, studying the outlook for them in specific occupations, and investigating their postwar intentions and responsibility. These plans have begun to prepare background for the activities that will follow the conference held recently by the Women's Bureau with officials of 30 women's organizations.

First of all a sort of preliminary balance sheet was attempted, sizing up what women's work was doing in the war effort, and also some of women's weak points in retaining jobs.

The skills, the care, the precision, the expertness of women's work in industry have made an enormous contribution to the production of war materiel and essential civilian goods and services. Many employers, even those who at first did not want to take on women, now are enthusiastic over their abilities. However, where women have shifted to war industries or newly entered the labor force, their seniority is short and many have been due for the earlier lay-offs.

The second point in this overall program was an effort to measure the extent of change in women's employment, and their shifts between occupations in response to war needs. Great as these changes were, over half the employed women in the country still were in the same occupations in which they formerly had worked. These women undoubtedly will remain for the most part in the labor force. Many women will retire voluntarily--in fact some 2 million have left the labor force during the war period, the largest group of them normally homemakers, and over a fifth of them 45 years old or more.

Still there will remain more women needing jobs than before the war. This was the experience after World War I and will be so at the close of this war. We must count on 80 percent as many women workers as at the war peak.

The answer to this problem is to develop in this country a high level of employment. Wars increase the extent to which women must be self supporting and must support others. Today for the first time in the United States the female population is somewhat in excess of the male population.

MORE

The third point in the research program was to begin studies of the outlook for women along particular occupational lines. One study now in press shows how women's skills have counted in three or four major and several minor kinds of industrial occupations, and industries into which those skills may be expected to fit after the war. Others in this series deal with a number of professional and semi-professional types of work that have employed many women and are likely to expand.

The fourth point in this research program was in planning for a series of intensive field studies in which women workers in a number of areas were questioned as to their intentions, expenditures, and family situation, in order that the Bureau could judge of the probable extent of the postwar labor force in those areas, of the occupational experience or skills of the women who compose it, and of the extent of their responsibility in the support of their families.

Mary Elizabeth Pidgeon, Director Women's Bureau Research Division. Dec. 1944.

AGENDA - STAFF CONFERENCE, July 29, 1944

Program for 1946

A. Objectives

Relate to Budget Bureau alternatives of 1946 situations involving -

1. Total War
2. Area War
3. Peace

B. Activities proposed

1. Studies

a. Reconversion questions

(1) Job opportunities for women in the shift from war to peace.

(a) Occupational developments.

(b) Influence of seniority practices of management and unions
(Pidgeon memo. 1. A. and 2.A)
(Nienburg memo. B.1)

(c) Opportunities and problems in rural areas

(d) Public works plans for women.

(e) Relations to training opportunities.

(2) Possibilities and problems facing minority [or special] groups of women
(Married, upper age groups, Negroes)
(Robinson memo P. e. 1)
(Pidgeon memo. 2.c.)

(3) Possibilities and problems in rehabilitating the older woman-employing industries
(Robinson mem. p. 3, 2
Nienburg memo B.2)

b. Postwar questions

Administration of equal-pay laws
(Stitt memo. I. III. 2.)

No immediate Budget questions

c. Treatment of women claimants under social insurance
(Stitt memo. V)
(Pidgeon memo. 2-3)

Of immediate importance

By shifting emphasis this might be made a reconversion item, 1 2

The use of administrative regulations for U. I. benefits as a factor to determine women's status in the labor market.

d. Women's part in the war.

(1.) The Women's Bureau's Role.
(2.) Women in War Production.
(3.) Women War Activities
(Pidgeon memo. III)
(Nienburg memo. p. 5, 3)

e. Women's position internationally
(Stitt memo. VI)
(Pidgeon memo. IV) (ILO)

f. Health and Safety Problems.
(Cooperation with Division of Labor Standards; Public Health Service)

Safety glasses
Garments for women outdoor welders
(Nienburg memo. p. 4, 1)

g. Continuous or repetitive analyses of changes in women's occupational or legal status

Analysis of Census data on trends in women's occupations
(Pidgeon memo. V)

Current labor legislation for women
(Stitt memo VII)

Changes in civil laws affecting women
(Stitt IV, 2)

2. Activities in servicing the public concerned with the subject matter of the Bureau's studies

a. Consultative agencies of the Bureau.

(1) Union consultative service
(Stitt III)
(Nienburg p. 2. 3 and p. 4. 6)
(Relative to war and to postwar)

(2) Legal status and labor legislation consultative service

(3) Regional officers
(relate to war and to postwar)
(Stitt, B-I
(Nienburg p. 2. A)
(Pidgeon II. 1. B)

(4) Central office Information Service
(Robinson)

(5) Bureau Advisory Committee)
(Does this belong here?)

b. Mechanisms of Service

A "reconversion bulletin" (periodical for those having to deal with)

Neng
Nyrba
Phila
Kan mo
Ind Ill Wis
Pacific
Detroit

---

nj + ny
Mich
Ohio [Ky]
Pa-Del-Md
Va-NC-SC-Ga-Ala
Ark Okla Ariz
Ga Miss Tenn.

Discussed at Staff Conf
Dec 19-1945

WOMEN'S BUREAU RESEARCH PROGRAM FOR RECONVERSION PERIOD

The Women's Bureau Reconversion Studies--Part of a Continuing Program

The Beginnings of the Bureau's Reconversion Program

Plans Ahead in the Bureau's Reconversion Program

The Need for Jobs:

1. Studies of opportunities for women
2. Specialized problems of women in getting and holding jobs
3. Specialized problems of women on the job
4. Response to particular community needs

Meeting a Period of Job Uncertainty:

1. Women claimants under unemployment insurance
2. Effectiveness of organization of employment agencies for placing women

THE WOMEN'S BUREAU RECONVERSION STUDIES--PART OF A CONTINUING PROGRAM

Starting from the basic function of the Women's Bureau, to "promote the welfare of wage-earning women," the Women's Bureau must devise new methods of attacking the varied problems for women workers that arise with each successive turn of the economic cycle. This it has done, for example, through:

Early examination (when little was known) of the conditions under which women worked.
The postwar period following World War I
The economic and legal vicissitudes arising in individual States.
The later economic depression
The days of the NRA
The present war period
And now the period of reconversion

The present research work and planning for the new reconversion period is both:

(1) A further development, and in some cases a recharting, of certain of the Bureau's lines of continuing work, and

(2) A concentration toward filling in the more prominent gaps in information and policy formation necessary both for the time immediately ahead, and for the longer-range period to follow as well.

Therefore some parts of the outline that follows represent:

(1) Further continuations of work the Women's Bureau has been doing.

(2) Activities currently in progress

(3) Projects to be reached as possible

(4) Projects that cannot be undertaken before July 1, 1945.

MFP 8/10/44

THE BEGINNINGS OF THE BUREAU'S RECONVERSION PROGRAM

The Bureau's focus toward the reconversion period during the year just passed has produced:

1. An initial definition of some of the lines of thinking necessary for a reconversion background:

   a. Some of the problems to be faced have been outlined. (See Transition Bul., p.2)
   b. Some of the future features that may prove favorable have been listed. (See Transition Bulletin, pages 2, 4-5.)
   c. An outline has been made (in the Transition Bulletin) to indicate examples that should continually be built on, as to:
      Development in women's skills (page 7)
      Employers' experiences with women, and
      Special successes of women (page 9)
      Changes in plant, process, or work routing that may fit work more successfully to women's performance (page 11)
   d. An outline has been made to indicate the larger economic problems the wise solution of which will materially affect the situation of women. (Transition Bulletin, pages 19-20.)

Further research is required under above headings when time permits

2. An examination into the extent and character of the shifts in work movements of women. (As an added phase of the attention normally given by the Women's Bureau to trends in women's employment):

   a. Into and out of the labor force;
   b. Between occupations and industries, broadly grouped.

3. A beginning toward finding out:

   a. What typical samples of women workers expect to do in the future.
   b. Their financial obligations for family support: the financial needs and duties of the single woman; the woman whose husband is away from home; the working wife.
   c. In what industrial occupations their work has proven most effective, and some places where these skills might find future work.
   d. What job opportunities women may be likely to find in a limited number of specific occupational fields, including those in the area of health services.

MEP 8/10/44

discussed at staff conf Aug 19

PLANS AHEAD IN THE BUREAU'S RECONVERSION PROGRAM

The future program flows forward from the accomplishments of the past, continues through the projects at present in progress, and moves on in research directed toward filling in more of the gaps in the information necessary for a sound determination of policies for women's work in the reconversion and the long-time postwar period. Many problems immediately press for solution, others will continue to emerge. Therefore the program must be highly flexible to meet needs now unforeseen.

The following outline leaves ample room for expansion and rearrangement as the necessity arises. It includes as a unified but flexible whole projects relating to the work of not one but all of the various Bureau divisions, and to be carried on by varying methods.

A. The Need for Jobs (will be uppermost)

1. Studies of opportunities for women workers along special lines.

   a. The long-time woman-employing industries: e.g., textile, shoe, electrical, etc.
   b. Services and sales occupations: e.g., laundry services; serving food to the public, work of nutritionists, newer "take out" food services; etc.
   c. Occupations allied to professional or technical fields: e.g., health services, now in progress; technical and scientific work; social welfare; etc.
   d. Servicing homes with adequate personnel.
   e. Temporary public works programs that would afford jobs for women.

   [In each of these, consideration also to be given to how certain new social developments may increase women's jobs.]

   [In each of these, consideration also to be given to opportunities for specialized groups of women, as Negro women, older women, women with some physical handicap.]

2. Specialized problems of women workers in getting and holding jobs.

   a. Moves toward indiscriminate dismissal of married women--
      (1) Further facts from field studies and research: e.g., married women now larger proportion of population than formerly.
      (2) Distribute facts as to married women's need to work.
      (3) Continue to investigate acute situations on the ground immediately and publicize the facts effectively.
   b. Limited seniority of women and ways to strengthen their seniority status (on this a beginning has been made in cooperation with unions and in making specific suggestions for contract clauses). Coordinate research also is needed into further aspects of the subject.

c. Elements of employers' success with women: e.g., types of jobs, safety records, production, care in work, etc.
d. Effect on women's employment opportunities of their family status and relative immobility in the labor force.
e. Problems of special groups of women: Negro women; older women; women with some physical handicap.

3. Specialized problems of women workers on the job.

a. Specific and immediate health and safety problems, to be investigated as they arise, e.g., illnesses from solvents; effects on women of temperature extremes; types of injuries occurring and preventive methods, etc.
b. Further materials to be prepared to aid industrial nurses, union members, women workers, in spreading a knowledge of proven policies fostering industrial health and safety.
c. Effects on women workers of shortening or lengthening of work hours:
(1) Usually women must combine work and home responsibilities
(2) Effects on health
(3) Effects on wage
d. Extent to which women participate in union activities, and effectiveness of their union programs. e.g., wages, seniority, work conditions, etc.
e. Methods used to fit physical job requirements and facilities for the needs of women workers.
f. Evaluation of the effectiveness of plant personnel and counseling methods for the selection, placement, and adjustment of women on the job.

4. Response to particular community needs.

Continue as before to follow up active local situations affecting women, and to make recommendations for their welfare, through regional agents and otherwise, with supporting research as to the particular region or the particular problem

B. Meeting a Period of Unemployment or Job Uncertainty (an interim period)

1. Examination of situation of women claimants under the de facto administration of job insurance programs. e.g., Effects of loss of insurance credits when unemployed after a period of non-working for good personal reason.

2. Effectiveness of organization of employment agencies for placing women.

MEP 8/10/44

December 1944

WOMEN'S BUREAU FIELD INVESTIGATION POLICIES

The program adopted at the recent conference of the Women's Bureau with officials of 30 national organizations will require further consideration of the Women's Bureau plans for field investigation that lie immediately ahead. The following questions are intended to help in determining the general direction of these investigations. (These questions are aside from the parts of the Bureau program already agreed to or in progress—the union studies, conferences and research already planned, and studies already planned in certain service industries.) These questions will be under two headings:

I - Policy toward which investigations should be chiefly directed.

II - Industries that should be chiefly considered for investigation.

I - Toward which of the policies outlined below should the Bureau now chiefly direct its field investigation?

1. Resume pay-roll studies in certain industries in order to secure data on women's earnings not collected during the war period.
   a. Are such studies needed for minimum-wage, equal pay, or other purposes?
   b. What requests for such studies seem most immediate?

2. Continue studies primarily devoted to occupations, and continue to make no pay-roll studies (which are admittedly long and expensive).
   a. Will studies of occupations be the type most needed in the reconversion period?
   b. Will adequate data on women's wages now be available from other agencies to a greater extent than before?
   c. Are agencies furnishing these data to continue or are they war agencies or under war programs that may curtail such activities?

3. Study only particular industrial problems of women, and not plan now for consistent industrial studies of either payroll or occupations.
   a. Are specific reconversion problems so pressing as to absorb our whole resources for field investigation to the exclusion of studies of occupations or wages? (For example, will demands for quick surveys of communities with lay-offs be so numerous and imperative as to make other investigations impossible?)
   b. What specific demands do we have as to reconversion problems (other than those already being planned in the union, service industry, and research studies)?

4. Make pay-roll studies combined with descriptions of occupations.
   a. Would such studies give us two types of data most needed?
   b. Would this be the most effective way to aid equal pay movements?
   c. Will we have pressing need for such data by the time it could be provided? (i.e., it could not now be collected and processed in time for legislatures; other problems may be even more pressing by the time any data could be made available.)

5. A still further alternative should be considered--in event our budget request is greatly cut, will it be necessary to concentrate our field force almost entirely on area work, and plan no consistent program of industrial investigation other than now under way or planned.

II - In what types of industry should investigations now be made?

1. Will the study of the laundry industry now being planned absorb all our immediately available field investigative force or is the Bureau in a position now to begin new industrial investigations.

2. If the latter, what industry should have priority. Should it be one of the manufacturing industries traditionally employing many women, as certain branches of textiles (such as cotton, hosiery, etc; electrical manufacture, shoes, tobacco, etc?

3. Is it better to concentrate all force on a single investigation in order to complete it quickly, or to carry on more than one investigation simultaneously though results necessarily would be obtained somewhat more slowly.

Beginning of the conference speech! - Hmpeu 2/13

INTRODUCTION -

Fall 1944

Begin by expressing gratification of being able to meet with group such as this for purpose of considering matters of women interest affecting well being of women of U.S.

Some of you know I rather newly came to Women's Bureau and as our discussions of its work and plans progressed among members of staff became clear we all felt that a peculiarly grave responsibility rests on this agency at this particular time due to the fact that in the period of reconversion and of postwar industrial and social readjustments, the opportunities, the problems and the decisions which women as a group will be faced with are going to be at least as extensive and as challenging as those which the war period has faced them with. Both directly and in the repercussions they set up, their potential shapes will affect almost the entire gamut of women's interests. Very immediately and directly, their position in the huge unprecedented war production machine which the United States has built up over the last four years, will come under review. What, in this picture, will happen to the whole range of new training opportunities that were opened to them because of the war? What will be the reverse trends to all the geographic shifts they have made because of war production needs and opportunities? What will be their obligation for family support in a world so affected as is ours by war casualties? What new complications arise for them out of the adjustment problems of retraining servicemen? What social and public and private will be provided to help smooth and cushion the next great adjustment? Unemployment insurance, child care provisions, housing programs, effective placement systems, effective training foundations.

I do not know whether any one of us here today feels that the agency she represents has a direct concern with this full gamut of interests, But it has seemed to us in the Women's Bureau that there exists among the large and responsible organizations of the women, the T.U's with women membership and the large employers of women, including government, such an area of common and overlapping concern, that much good might come of our meeting and discussing them.

In considering our own outlook, we went rather farther. We venture to hope that with so much that is our common concern, we may find as a result of discussion, a considerable field in which we would agree there might be value in continued cooperation, perhaps merely clearance of certain programs, perhaps joint consideration of certain proposed program items, perhaps a statement, agreed to by all, of certain basic objections for which we will all stand, and even perhaps, certain working items on which we could cooperate either at federal or at local levels.

There is one thing more which I wish to say, purely from the point of view of the Women's Bureau, since I have undertaken the responsibility of guiding its fortunes--the days immediately ahead. Some of you are my old and valued friends. To have you here gives courage and deep satisfaction. To some of you, however, I am a stranger, one whose outlook and performances are to be tested. May I say to all of you, how deeply I appreciate the confidence which is expressed by your coming here today and to thank you for it.

I believe very firmly that the Bureau has something to offer to a broad, joint program of advancement of American women. It has a staff of trained and experienced investigators. It has access to current situations directly affecting the economic status of millions of women, to knowledge of their obligations, the conditions of their life, their skill and their objections. It operates under a Congressional mandate to further welfare of women workers. To whatever degree its resources permit, it can secure and furnish a faithful record of the facts with regard to such matters. But to be really effective in promoting its mandate and carrying on its researches, it seems to me the Bureau cannot work alone. It needs to know what is the judgment of women's groups concerned with the promotion of women's welfare. What do they regard as the most urgent problems facing their membership? What do they need to know to deal with them? What sort of program proposals do they want explored in order to help them to sound decisions. What appraisals of experience are needed as a basis for further action? If we can have your advice and judgment on such matters, I believe we can direct our work far more effectively and be an aid toward your more effective prosecution of your own work.

The meetings of today and tomorrow have been called for the purpose of initiating such discussion. Of getting your course, of formulating some understanding of what we agree is in the best interests of all women in the days ahead and what we can do toward safeguarding those interests. We have given no publicity to our plans for these meetings and have no press attendance just in order to assume conditions of free discussion and expression of opinion. We want to take an informal record of the discussion so that we may be able to furnish you all with a summary of it afterward - but otherwise, the record of what individuals have said will be regarded as confidential. If, however, we come to conclusions which we wish to pubilicize that can be determined at tomorrow's meeting.

I should like to open today's discussion with a summary of the position of all women in this war production program of their country, to raise briefly the factors which are likely to affect their status and priorities as the days of reconversion and of a civilian economy offered to outline the first study program and organization of the Women's Bureau as a basis for that discussion.

1

E. Pay 118

A. L. KRESS
414 EAST 52ND STREET
NEW YORK 22, N. Y.
PLAZA 3-5040

WOMEN'S BUREAU
MAY 23 1945
DEPARTMENT OF LABOR

May 27,1945.

Miss Frieda Miller,Director,

Womens Bureau,

U.S.Dept of Labor,

Washington,D.C.

Dear Miss Miller:

I must apologize for failing to reply to your letter of April 12th asking me to assist you on a committee on the equal pay problem.

If you still wish me to,I shall be happy to serve. I may say by way of apology,I have been on the road almost constantly the last 4 weeks,hence the delay in acknowledging your letter.

Sincerely yours,

A.L.Kress

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	~~Anderson.~~		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		Note:
	Smith, F.		
	Spring.		
	~~Stitt.~~		
	Files.		

OPO 16—24460

April 11, 1945

CONFERENCE ON RATE FOR THE JOB (EQUAL PAY)

March 17, 1945

The following were present:

Industry

Mr. A. L. Kress, Assistant to the President, Republic Aviation, N. Y. Member of New York Equal Pay Advisory Board.
Miss Kate Lewis, Personnel Department, Namm Store, Brooklyn, N. Y.

Labor

Miss Pauline Newman, ILGUW-AFL, New York Member of Advisory Board (New York Equal Pay)
Mrs. Elizabeth Sasuly, United Cannery, Agricultural, Packing and Allied Workers, CIO.
Miss Alice Smith - United Electrical Workers - CIO and an alternate member of Regional War Labor Board, Chicago.

Women's Groups

Mrs. Marion H. Britt, Legislative Representative, Business and Professional Women's Clubs.

State Labor Departments

Miss Esther Longstreet, Deputy Commissioner, Department of Labor, N. Y.
Miss Kate Papert, Chief, Division of Women, Child Labor, and Minimum Wage, New York.
Mr. John W. Gibson, President of Michigan CIO Council, Ex-labor Commissioner, Michigan.
Mr. J. Harry Moore, Commissioner, Ohio Department of Labor

National War Labor Board

Mr. H. M. Douty, Chief of Research and Statistics Division.
Mrs. Margaret P. Baker, Regional Board, New York, Acting Chief, White Collar Section.
Mr. Peter Seitz, Attorney, representing National War Labor Board
Mr. William E. Rice, Attorney, representing Lawyer's Guild.

U. S. Department of Labor

Mr. Louis Sherman, Assistant Solicitor.
Mr. Kenneth Meikeljohn - Hearing and Wage Order Section, Solicitor's Office
Mr. Robert Myers, Wage and Hour Statistics, Bureau of Labor Statistics
Miss Frances Jones, " " " " " "
Miss Marion Mel, Division of Labor Standards

April 11, 1945

CONFERENCE ON RATE FOR THE JOB (EQUAL PAY)
Held at the Women's Bureau
March 17, 1945

Background

Miss Miller stated that the growing interest in equal pay legislation, the laws that have been passed and the bills recently sponsored by women's groups and labor unions, make it opportune to review and appraise the developments up to the present time and to discuss and formulate plans for drafting a bill and provisions for its enforcement. A review of the existing laws and War Labor Board orders indicates two possible approaches: (1) equal pay for a comparable quality and quantity of work or (2) the prohibition of sex discrimination in wage rates and their application. Miss Angus reported on the early activities of the Women's Bureau in calling the attention to the War Labor Board to inequities in wage rates for women.

Mr. Douty reviewed the decisions embodied in War Labor Board cases dealing with elimination of sex differentials in wage rates. He pointed out some of the difficulties the Board has encountered as well as criteria it has set up in such cases as General Motors and Norman Hoffman Bearings Co. He explained the Board's wage bracket activities and noted that no wage brackets had been set with sex differentials. In connection with the Board's general orders, he stressed the fact that General Order No. 31 dealing with intra-plant inequities has been just as effective as General Order No. 16 dealing directly with the subject.

Consideration of Overall Policies

The morning conference was a general discussion of the principal of the rate for the job and the extent to which it is desirable and feasible to attain it by legislation. Mr. Kress stated that the concept of no discrimination in rates of pay is accepted but not the idea of a rational wage structure and job evaluation. No definite measuring stick for wages exists as between different geographical areas and types of industries. Job evaluation is not generally accepted as an exact science and unions, on the whole are suspicious of it and consider it a subterfuge to depress wages. Mr. Meyers noted the difficulties and opposition that has been met in setting WLB wage brackets and agreed that wage rationalization is not the province of an equal pay law. Mr. Gibson pointed out that an equal pay measure or law should include a specific provision covering the replacement of men by women.

Consideration was given to the possibility of eliminating historical differentials in wage rates. Mrs. Sasuly commented that the intent of the Federal Equal Pay Bill which her organization sponsors is to remove the historical differentials and aim for a rationalized wage structure not only within a plant but throughout the industry. The content of the job and its value in relation to other jobs rather than replacement of men by women and comparable jobs of men and women is the vital problem in traditional woman-employing industries. Miss Smith thought that collective bargaining needed the support of an equal pay law. Such a law should promote rationalization of wage structures by establishment of industry wide wage rates and removal of historical differentials. Miss Lewis suggested that in the mercantile industry job evaluation can make definite inroads on removing historical differentials. Miss Newman doubted that historical differentials could or should be embodied in an equal pay law.

The morning session adjourned with a summary of the discussion by Miss Miller.

Objectives of State Legislation

At the afternoon meeting, the group discussed State equal pay legislation and arrived at a general agreement as to the objectives of a State equal pay bill. Miss Longstreet reviewed the history of the recently enacted New York law and commented on State experience in enforcement and the pending court case.

In the discussion of principles to be incorporated in legislation, Miss Papert pointed out that it is important to distinguish between minimum wage and equal pay. An equal pay bill should authorize the agency to determine the existence of discrimination, not to set dollar and cents rates. Miss Newman stated that the bill should have broad coverage and should not be limited to situations where women replace men. This could be done by prohibiting discrimination in wage rates. Other questions which were discussed concerned elimination of sex discrimination in hiring, desirability of advisory committees, industry coverage, enforcement provisions, nature of evidence to be required and powers of the commissioner. On the question of covering so called women's jobs or departments, Miss Miller stated that it would not be feasible to attempt to eliminate long standing differentials in women's jobs but that those occurring within current experience could be corrected.

Principles agreed on

The consensus of the group was that a draft bill should be directed to the following principles:

1. Prohibit sex discrimination following a method similar to that of the New York law.

2. Cover situations where women replace men, where men and women are employed on comparable jobs, and employment of women in so-called women's jobs or women's departments where the differential is of recent origin.

3. Be applicable to employers with multiple plants but not attempt to attain uniformity throughout an industry.

4. Be applicable to all occupations in which women are employed, not merely manufacturing, and not limited by size of establishments.

5. Give the agency specific powers of inspection and enforcement, including express subpoena power.

6. Give the agency broad and flexible powers of administration which would include holding of administrative hearings, ordering the employer to make wage restitution and to take such other affirmative action as may be desirable. Agency should not set rates. An advisory committee recommended but not to be specified in the law.

7. Safeguard worker's right to bring a complaint and to testify in a proceeding; provide a penalty against the employer for discriminating against a worker who presses his case.

Equal Pay
116

April 12, 1945.

Miss Pauline Newman,
Union Health Center
Seventh Avenue,
New York City, N. Y.

My dear Miss Newman:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

Plans are now going forward to draft a State bill. Enclosed is a brief report summarizing the discussion and principles agreed on. We shall be very glad to have your comments.

Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

April 12, 1945.

Mrs. Marion H. Britt,
Legislative Representative,
Business and Professional Women's Clubs,
Washington, D. C.

My dear Mrs. Britt:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

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Yours sincerely,

Frieda S. Miller,
Director.

FSM/AA/nb

April 12, 1945.

Mrs. Elizabeth Sasuly,
United Cannery, Agricultural, Packing
and Allied Workers, CIO
Room 1106
1029 Vermont Ave., N. W.,
Washington, D. C.

My dear Mrs. Sasuly:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

Plans are now going forward to draft a State bill. Enclosed is a brief report summarizing the discussion and principles agreed on. We shall be very glad to have your comments.

Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

April 12, 1945

Mr. A. L. Kress,
Assistant to the President
Republic Aviation
Farmingdale, New York

My dear Mr. Kress:

At the recent Women's Bureau conference on the Rate for the Job, the decision was reached to draft a new State bill with the cooperation of the Solicitor's office, and to submit it to a committee for suggestions. We should like very much to have you serve on the committee, along with Miss Alice Smith, Miss Kate Lewis, and Mr. Frank Donner, attorney in the CIO legal department. Work has begun on the bill and as soon as possible we will send you a copy of the first draft for comments and criticism.

We were glad that you were able to attend the conference. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems. Enclosed is a summary of the discussion and the principles agreed on.

Yours sincerely,

Frieda S. Miller,
Director.

FSM/AA/nb

April 12, 1945.

Miss Alice Smith, District President
United Electrical, Radio and Machine
Workers of America
166 West Jackson Boulevard
Chicago, Illinois.

My dear Miss Smith:

At the recent Women's Bureau conference on the Rate for the Job, the decision was reached to draft a new State bill with the cooperation of the Solicitor's office, and to submit it to a committee for suggestions. We should like very much to have you serve on the committee, along with Miss Kate Lewis, Mr. A. L. Kress, and Mr. Frank Donner, attorney in the CIO legal department. Work has begun on the bill and as soon as possible we will send you a copy of the first draft for comments and criticism.

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Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

April 12, 1945.

Miss Esther Longstreet,
Deputy Commissioner,
Department of Labor,
New York City, N. Y.

My dear Miss Longstreet:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

Plans are now going forward to draft a State bill. Enclosed is a brief report summarizing the discussion and principles agreed on. We shall be very glad to have your comments.

Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

April 12, 1945.

Mr. John W. Gibson, President,
Michigan CIO Council
803 Hoffmann Building,
Detroit, Michigan

My dear Mr. Gibson:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

Plans are now going forward to draft a State bill. Enclosed is a brief report summarizing the discussion and principles agreed on. We shall be very gald to have your comments.

Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

April 12, 1945

Miss Kate Papert, Chief
Division of Women, Child Labor, and
Minimum Wage,
Department of Labor,
New York City, N. Y.

My dear Miss Papert:

We were very glad that you were able to attend the Women's Bureau conference on Rate for the Job. The meeting was most fruitful and we appreciate your assistance in bringing to the attention of the group your experience in dealing with equal pay problems.

Plans are now going forward to draft a State bill. Enclosed is a brief report summarizing the discussion and principles agreed on. We shall be very glad to have your comments.

Yours sincerely,

Frieda S. Miller
Director.

FSM/AA/nb

March 17, 1945

Equal Pay

CONFERENCE ON RATE FOR THE JOB FOR WOMEN

Industry

Mr. A. L. Kress, Republican Aviation Company
Miss Lewis, The Namn Store

Labor

Miss Pauline Newman, ILGWU-AFL
Mrs. Elizabeth Sasuly, Food & Tobacco Workers - CIO - National Representative
Miss Ruth Young, UERM - CIO - Executive Board Member &District Vice President

State Commissioners

Mr. John W. Gibson, Ex-Labor Commissioner; President Michigan CIO Council
Mr. J. Harry Moore, Ohio State Labor Commissioner
Miss Kate Papert, New York, Chief, Division of Women and Child Labor

Government

Mr. H. M. Douty, NWLB, Chief of Research & Statistics Division
Mrs. Margaret P. Baker, NWLB, New York, Acting Chief, White Collar Section
Miss Alice Smith, NWLB, Chicago, Alternate Employee Member & District Vice President, UERM - CIO

Women's Groups

Miss Marion Britt, B.P.W. Representative

U. S. Department of Labor

Mr. Sherman, Solicitor's Office
Mrs. Beyer, Division of Labor Standards
Mr. Hinrichs, Bureau of Labor Statistics

E. Pay 115

U. S. Labor Department

Women's Bureau

Salaries & Expenses

TELEGRAM

March 14, 1945

Mrs. Margaret P. Baker
Regional War Labor Board
220 East 42nd Street
New York, N. Y.

CONFERENCE ON EQUAL PAY AND RATE FOR THE JOB TO BE HELD MARCH 17TH 10 A.M. AT WOMEN'S BUREAU OFFICE WASHINGTON. DISCUSSION WILL INCLUDE REGIONAL WAR LABOR BOARD WORK IN THIS FIELD. HOPEFUL THAT YOU CAN ATTEND. WOULD APPRECIATE REPLY BY WIRE.

Frieda S. Miller

FSM:AA:MBG

Files 118

U. S. Department of Labor

Women's Bureau

Salaries & Expenses

TELEGRAM

March 12, 1945

Miss Lois MacDonald
60 West 10th Street
New York, N. Y.

CONFERENCE ON EQUAL PAY AND RATE FOR THE JOB TO BE HELD MARCH 17TH 10 A.M. AT WOMEN'S BUREAU OFFICE WASHINGTON. DISCUSSION WILL INCLUDE REGIONAL WAR LABOR BOARD WORK IN THIS FIELD. HOPEFUL THAT YOU CAN ATTEND. WOULD APPRECIATE REPLY BY WIRE.

Frieda S. Miller

FSM:AA:MNG

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WESTERN UNION

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MISS FRIEDA S MILLER,WOMENS BUREAU

DEPARTMENT OF LABOR BLDG

WILL ATTEND CONFERENCE ON EQUAL PAY WOMEN'S BUREAU MARCH 17TH

MARGARET P BAKER ACTING CHIEF WHITE COLLAR SECTION.

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Please return
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WESTERN UNION

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WESTERN UNION

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MISS FRIEDA S MILLER DIRECTOR

WOMENS BUREAU US DEPARTMENT OF LABOR

RETEL MY LETTER MARCH 6 ACCEPTS YOUR INVITATION

EQUAL PAY CONFERENCE MARCH 17

ALICE SMITH

125P

6 17

WESTERN UNION

~~TO~~

~~CHECK~~

1322

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WUX BROOKLYN NY MAR 9 1945 127P

MISS FRIEDA MILLER DIRECTOR

WOMENS BUREAU DEPT OF LABOR

MISS LEWIS WILL ATTEND MEETING ON MARCH SEVENTEENTH

B BLOODWORTH.

151P

WESTERN UNION

I TOLD YOU I HAD INVITED HER. CAN YOU SEND LEWIS LAST MINUTE SUBSTITUTE TO REPRESENT SAME GENERAL POINT OF VIEW. MEETING MY OFFICE 10:00 A.M.

FRIEDA S. MILLER

FM:IS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

March 7, 1945

Miss Bess Bloodworth
The Namm Store
Brooklyn, N. Y.

CHAPIN CANNOT COME MARCH 17 EQUAL PAY CONFERENCE HERE TO WHICH I TOLD YOU I HAD INVITED HER. CAN YOU SEND LEWIS LAST MINUTE SUBSTITUTE TO REPRESENT SAME GENERAL POINT OF VIEW. MEETING MY OFFICE 10:00 A.M.

FRIEDA S. MILLER

FM:IS

WESTERN UNION

WESTERN UNION

WESTERN UNION

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CORNING NY MAR 9 1945 349P

MRS FREIDA MILLER

US DEPT OF LABOR

GLAD ATTEND MEETING ON 17TH

A L KRESS.

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STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

March 8, 1945

Mr. A. L. Kress, Vice President
Republic Aviation Co.
Farmingdale, New York

CONFERENCE ON EQUAL PAY AND RATE FOR THE JOB TO BE HELD MARCH 17 10:00 A.M. AT WOMEN'S BUREAU OFFICE WASHINGTON. LETTER AND TELEGRAM TO YOU MISSENT TO PERSONNEL CLUB NEW YORK. HOPEFUL THAT YOU CAN ATTEND. PLEASE WIRE. DUPLICATE LETTER FOLLOWS.

FRIEDA S. MILLER

FM:IS

March 7, 1945

Mr. Walter Gellhorn
Regional Vice Chairman
National War Labor Board, Region II
220 East 42nd Street
New York, N. Y.

Dear Walter:

If you are sure you cannot come on March 17, then we would like to have Mr. Tilove, because I do think the work of the Regional Boards is important in this area of dealing with problems on this business of rate for the job for men and women. As I told you, we are inclined to think that much of the Board's experience in dealing with intra-plant inequities is as significant here as its experience under General Order No. 16, and I'd appreciate it very much if you could tell Mr. Tilove we would be glad to have him review significant experience of the Second Region on these two categories.

As my previous letter told you, the meeting will be held at 10:00 a.m., in my office in the Department of Labor Building, 14th Street and Constitution Avenue.

With cordial greetings,

Sincerely yours,

Frieda S. Miller, Director

FM:IS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

March 7, 1945

Miss Alice Smith, District President
United Electrical, Radio and Machine Workers of America
166 West Jackson Blvd.
Chicago, Illinois

HOPE YOU RECEIVED MY LETTER INVITING YOUR ATTENDANCE EQUAL PAY CONFERENCE MARCH 17, AT 10:00 A.M., MY OFFICE. ASSUME YOU UNDERSTAND EXPENSES WILL BE PAID. WOULD APPRECIATE REPLY BY WIRE THAT YOU CAN ATTEND.

FRIEDA S. MILLER

FM:IS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

March 7, 1945

Mr. A. L. Kress
The Personnel Club
19 West 44th Street
Room 1017
New York City

YOU RECEIVED
HOPE/MY LETTER INVITING YOUR ATTENDANCE EQUAL PAY CONFERENCE MARCH 17,

AT 10:00 A.M. MY OFFICE. WOULD APPRECIATE REPLY BY WIRE THAT YOU

CAN ATTEND.

FRIEDA S. MILLER

FM:IS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM ~~Labor Dept.~~

BUREAU ~~Women's~~

CHG. APPROPRIATION ~~Salaries & Expenses~~

U. S. GOVERNMENT PRINTING OFFICE 10—1723

February 24, 1945

Mr. John W. Gibson, President
Michigan CIO Council
803 Hoffmann Bldg.
Detroit, Mich.

TO CONFORM WITH YOUR PLANS EQUAL PAY MEETING CHANGED TO SATURDAY MARCH

17. COUNTING ON YOUR PARTICIPATION. LETTER FOLLOWS.

FRIEDA S. MILLER

FM:IS

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

ZA305 NL PD=DETROIT MICH 22

DB FEB 22 PM 9 29

FRIEDA S MILLER=

US DEPT OF LABOR WASHDC=

DATE FOR CONFERENCE UNSATISFACTORY SECREYARY OF LABOR CALLING MEETING ON MARY NORTON BILL ON 16TH SUGGEST ARRANGE IMMEDIATELY FOLLOWING SECRETARIES MEETING=

JOHN W GIBSON..

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Return to Miss Angus +323

WESTERN UNION

WESTERN UNION

WESTERN UNION

WESTERN UNION

WESTERN UNION

WU R60 42 GOVT 8 EXTRA

WUX NEWYORK NY MAR 14 1945 932A

FREDA MILLER,DIRECTOR OF WOMENS BUREAU

U S DEPARTMENT OF LABOR

REGRET VERY MUCH THAT SCHEDULED HEARINGS WHICH CANNOT BE POSTPONED WILL PREVENT MY ATTENDING THE CONFERENCES ON MARCH 17, 1945.

I AM GREATLY INTERESTED IN PROBLEM AND WOULD APPRECIATE RECEIVING ANY REPORTS OF DISCUSSIONS

LOIS MACDONALD PUBLIC MEMBER NATIONAL WAR LABOR BOARD NEW YORK NEW YORK.

1007A

17 1945..

Miss Angus' file

Mrs. Beyer, Division of Labor Standards March 12, 1945

Frieda S. Miller

This is by way of follow-up on my oral word to you that we have decided to hold a conference on administration of State equal-pay laws, on Saturday, March 17, in Room 1307. I'd be very glad if you would care to come yourself or send a member of the Division to represent you.

FM:IS

Mail Answers files

Mr. Hinrichs, Bureau of Labor Statistics March 12, 1945

Frieda S. Miller,

The Women's Bureau is holding a small conference on administration of State equal-pay laws on Saturday, March 17, in Room 1307. I'd be very glad if you would care to come yourself or send a member of your staff to represent you.

FM:IS

Files

U. S. Department of Labor

Women's Bureau

Salaries & Expenses

TELEGRAM

March 12, 1945

Miss Lois MacDonald
60 West 10th Street
New York, N. Y.

CONFERENCE ON EQUAL PAY AND RATE FOR THE JOB TO BE HELD MARCH 17TH 10 A.M. AT WOMEN'S BUREAU OFFICE WASHINGTON. DISCUSSION WILL INCLUDE REGIONAL WAR LABOR BOARD WORK IN THIS FIELD. HOPEFUL THAT YOU CAN ATTEND. WOULD APPRECIATE REPLY BY WIRE.

Frieda S. Miller

FSM:AA:MNG

Mrs Miller
OK for Angus
to invite Lea
Yes

LABOR BOARD

REGION
2ND STREET
, N.Y.

.O, 1945

WOMEN'S BUREAU.
MAR 1 - 1945
DEPARTMENT OF LABOR

f Labor

f March 7. I am distressed
that Tilove, like me, has
the city on March 17. Since
in a position to attend your
hat still another one of our
P. Baker, might be of some
value in your discussions. You may perhaps remember her.
I believe that she worked at one time in the Minimum Wage
Division of the State Department of Labor. At any rate
she has been with us for some time and ought to be in a
position to speak intelligently about our experience with
the type of problem which you will have under consideration.

If you want to invite her, why don't you get in touch with her directly. I have not spoken to her about the matter, so that there will be no embarrassment to you either way.

Cordially yours,

Walter Gellhorn
Regional Vice Chairman

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

NATIONAL WAR LABOR BOARD

SECOND REGION
220 EAST 42ND STREET
NEW YORK, N.Y.

March 10, 1945

WOMEN'S BUREAU
MAR 12 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Director, U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Frieda:

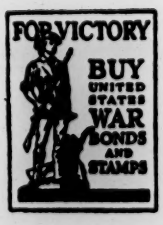
I have your letter of March 7. I am distressed to have to report to you now that Tilove, like me, has a Board assignment away from the city on March 17. Since neither Tilove nor I will be in a position to attend your conference it occurs to me that still another one of our staff members, Mrs. Margaret P. Baker, might be of some value in your discussions. You may perhaps remember her. I believe that she worked at one time in the Minimum Wage Division of the State Department of Labor. At any rate she has been with us for some time and ought to be in a position to speak intelligently about our experience with the type of problem which you will have under consideration.

If you want to invite her, why don't you get in touch with her directly. I have not spoken to her about the matter, so that there will be no embarrassment to you either way.

Cordially yours,

Walter Gellhorn

Walter Gellhorn
Regional Vice Chairman



angeles

March 8, 1945

Mr. A. L. Kress, Vice President
Republic Aviation Company
Farmingdale, New York

My dear Mr. Kress:

The following letter is a copy of the one sent you on February 26, 1945:

"Extensive interest and the variety of activities having to do with establishment of the practice of pay for the job, has led the Women's Bureau to conclude that the time has come for a rather thorough-going consideration of experience and objectives in this field.

"We are accordingly inviting a small group of interested persons to an all-day discussion of experience under existing laws, experience under the War Labor Board, technical problems in determination of standards for legislation and enforcement, and objectives to be sought.

"It seems altogether likely to expect that with a slackening of the labor market once war contracts have begun to diminish, this issue will become far more controversial. Therefore, we think it would be highly desirable to do some exploring now and, if that seems useful, to try to agree on desirable next steps.

"State administrators, National War Labor Board, worker and employer representatives are being invited. The meeting has been set for March 17, at 10:00 a.m., in the office of the Women's Bureau. We very much hope that you can be present and that you will let us hear from you at your earliest convenience."

Sincerely yours,

FSM:AA:AMC

Frieda S. Miller, Director.

ALBERT J. FITZGERALD, *General Pres.* JULIUS EMSPAK, *General Sec'y-Treas.* JAMES J. MATLES, *Director of Organization*

DISTRICT COUNCIL 11

United Electrical, Radio & Machine Workers of America

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

166 WEST JACKSON BOULEVARD

CHICAGO 4, ILLINOIS

ERNEST DeMAIO
General Vice-President

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

March 6, 1945

HARrison 9522

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

My dear Miss Miller:

Thank you for inviting me to attend the Equal Pay Conference in your office on March 17.

I am very glad to be able to advise you that I will be at the Conference.

Sincerely yours,

Alice Smith

Alice Smith
District Vice-President

AS:EA
uopwa:#24

ERNEST DE MAIO, *Dist. Pres.* - ALICE SMITH, *Dist. Vice-Pres.* - ROBERT WISHART, *Dist. Sec'y-Treas.* - LOUIS TORRE, *Dist. Rec. Sec'y*
District Executive Board Members: CHARLES PETERS - WILLIAM MAUSETH - JOHN KELLIHER - HERMAN KUEHNE - VICTOR ZIEGLER

551

RESOLUTION IN SUPPORT OF THE PRINCIPLE OF RATE FOR THE JOB FOR WOMEN

Whereas the only means for women workers to escape being used as undercutters in competition for jobs is through the establishment of one wage rate applicable to every person hired to do the job, and Whereas the safeguarding of existing wage levels is vital to the maintenance of postwar purchasing power.

Therefore, the Committee to Defeat the Unequal Rights Amendment will support any sound effort including legislation to put the practice of paying the rate for the job into effect.

- - - - -

RESOLUTION ON EQUAL OPPORTUNITIES FOR WOMEN IN POSTWAR EMPLOYMENT

We recognize that fear of unemployment and job shortages underlies the denial to women workers of equal opportunities for training, for placement regardless of sex or marital status, for upgrading and advancement on the job, and for the equal application of seniority rules to men and women.

Therefore, as a vital means of advancing equal opportunities for women in postwar employment, we support measures for the realization of full employment.

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Angus

FROM : Staff

DATE: 3/15

SUBJECT:

We are getting
Conference Room C
back for the Audit.
Sat!

NATIONAL WAR LABOR BOARD

SECOND REGION
220 EAST 42ND STREET
NEW YORK, N.Y.

WOMEN'S BUREAU
MAR 5 1945
DEPARTMENT OF LABOR

March 5, 1945

Miss Frieda S. Miller
Director, U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Frieda:

I have delayed answering your letter of February 26th until my own schedule of official duties had become clarified. Now I find, as I feared would be the case, that I am due to take some hearings in Syracuse on March 16th, 17th, 18th, and 19th. This unfortunate circumstance will prevent my accepting your very kind invitation to confer with you and others on March 17th concerning wage problems.

If you think that it might be useful to have some one else from this Board, with active experience, I might suggest that you invite Robert Tilove, Chief, Research and Statistics Section. As you know the setting of approvable rates is done at the Regional level rather than by the National Board in Washington. Tilove is a young man of very real ability who has played a major part in this Board's wage work.

Cordial personal greetings.

Sincerely yours,

Walter Gellhorn
Regional Vice Chairman

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

STANDARD FORM No. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM Labor Dept.

BUREAU Women's

CHG. APPROPRIATION Salaries & Expenses

U. S. GOVERNMENT PRINTING OFFICE 10—1723

Day Letter

February 22, 1945

Mr. John W. Gibson, President
Michigan CIO Council
803 Hoffmann Bldg.
Detroit, Michigan

HAVE WORKED OUT CAREFUL PLANS FOR EQUAL PAY CONFERENCE. PROPOSED MEETING HERE MARCH 19. CAN WE COUNT YOU IN FOR THAT DAY. PLEASE WIRE.

FRIEDA S. MILLER

FM:IS

The letter below was sent to the following:

Miss Alice Smith, District President
United Electrical, Radio and Machine
Workers of America
166 West Jackson Boulevard
Chicago, Illinois

Miss Margaret Hickey, President
National Federation of B.P. & W. Clubs
560 North Skinker St., St.Louis, Mo.

Miss Pauline Newman, Union Health Center
Seventh Avenue, New York, N. Y.

Miss Kate Paper, Director
Div. of Women, Child Labor and
Minimum Wage, Dept. of Labor
80 Centre Street
New York, N. Y.

Miss Ruth Chapin
Hengerer's Dept. Store
Buffalo, N. Y.

February 26, 1945

Prof. Walter Gelhorn
Columbia University Law School
New York, N. Y.

My dear Prof Gelhorn:

Extensive interest and the variety of activities having to do with establishment of the practice of ~~pay~~ the rate for the job, has led the Women's Bureau to conclude that the time has come for a rather thorough-going consideration of experience and objectives in this field.

We are accordingly inviting a small group of interested persons to an all-day discussion of experience under existing laws, experience under the War Labor Board, technical problems in determination of standards for legislation and enforcement, and objectives to be sought.

It seems altogether likely to expect that with a slackening of the labor market once war contracts have begun to diminish, this issue will become far more controversial. Therefore, we think it would be highly desirable to do some exploring now and, if that seems useful, to try to agree on desirable next steps.

State administrators, National War Labor Board, worker and employer representatives are being invited. The meeting has been set for March 17, at 10:00 a.m., in the office of the Women's Bureau. We very much hope that you can be present and that you will let us hear from you at your earliest convenience.

Sincerely yours,

[redacted]:AA:MNG

Frieda S. Miller, Director

Cancelled

Meeting of Washington group of national organizations underwriting Reconversion Blueprint - May 1, 2.30 p.m. Washington, D.C.

To be present:

A.A.U.W.	~~Dr. McHale~~ ~~Mrs. Speck~~ ~~Mrs. Blatt~~
NB & PW General Federation of Women's Clubs	~~Mrs. Claggett~~
Nat'l Catholic Welfare Council	~~Miss Brocette~~
Nat'l Consumers League	~~Mrs. Wyckoff~~
Y.W.C.A.	Mrs. Irwin Ws 5334
Nat'l Council of Jewish Women	~~Mrs. Margolin~~
Am. Home Economics Association	~~Miss Hostetter~~
Nat'l Council of Negro Women	~~Mrs. Brown~~
CIO Auxiliaries	~~Mrs. Fowler~~
AFL Auxiliaries AFL	~~Mrs. Burr~~ ~~Miss~~ Ann Paige 9.30

Probably coming

Institute of Women's Professional Relations	~~Mrs. Woodhouse~~
Nat'l Asso. Colored Women	~~Miss Burroughs~~
C.I.O.	~~Mrs. Erickson~~
Nat'l Women's Trade Union League	~~Miss Christman~~

Can not be present

Nat'l League of Women Voters	Miss Strauss
W.C.T.U.	~~Miss Smart~~
Home Mission Council	Miss Lowry

No reply

~~Nat'l Bus. & Prof. Women's Clubs~~	~~Miss Hickey (went to S.F.)~~
~~A.F.L.~~	~~Miss Thorne~~

Not reached
United Council of Church Women

National Council of Catholic Women
1312 MASSACHUSETTS AVENUE, N. W.
WASHINGTON, D. C.

WOMEN'S BUREAU
MAY 1 1945
DEPARTMENT OF LABOR

April 30, 1945

Miss Frieda Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

phoned May 1
for cancellation

Dear Miss Miller:

I deeply regret the delay in acknowledging your interesting report received April 9 of the Indiana meeting.

I shall be happy to meet with you and the Washington group of organization representatives at the Department of Labor on Tuesday, May 1, at 2:30 P.M. as you suggested.

Sincerely,

Ruth Craven

Ruth Craven
Executive Secretary

RC/md

Young Womens Christian Associations of the United States of America

600 Lexington Avenue
New York 22, N. Y.

April 28, 1945
Arlington, Va.

Miss Frieda Miller,
Director, Women's Bureau,
Washington, D.C.

My dear Miss Miller:

This is just to say by way of a personal message, what I have already said by phone to your secretary. I regret so very much that an emergency call to go to Illinois and Wisconsin for the Y.W.C.A will make it impossible for me to come to your meeting on May 1st. I have been most unfortunate in missing several of your meetings! — but I trust you will still continue to let me know about them and to keep me in touch.

I have asked Mrs. James Irwin, who is thoroughly acquainted with our Public Affairs program and a member of the National Board — whom, doubtless you know — to take my place at your meeting on May 1st.

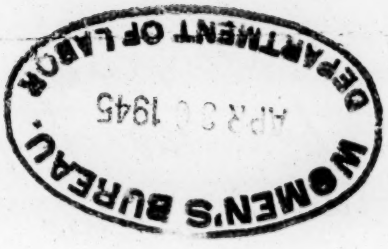
Mrs. J. Birdsall Calkins, Arlington, Va., President
Miss Margaret L. Sorg, Richmond, Va., Vice-President
Miss Mamie E. Davis, San Francisco, Calif., Secretary
Miss Helen McCandless, Louisville, Ky., Secretary

I think you will find her contribution to the discussion helpful and informed.

With all good wishes, and personal regrets, I am

Sincerely,

Hadyn G. Calkins



President HERMANN N. MORSE | *First Vice-President* MRS. J. D. BRAGG | *Second Vice-President* WILLARD M. WICKIZER | *Recording Secretary* MRS. C. S. SMITH | *Treasurer* EDNA R. HOWE

HOME MISSIONS COUNCIL OF NORTH AMERICA

THE INTERCHURCH AGENCY OF HOME MISSIONS BOARDS AND SOCIETIES OF TWENTY-THREE DENOMINATIONS

CONSTITUENT BODIES

NATIONAL BAPTIST
NORTHERN BAPTIST
CHURCH OF THE BRETHREN
CHURCH OF GOD
CONGREGATIONAL-CHRISTIAN
DISCIPLES OF CHRIST
PROTESTANT EPISCOPAL
EVANGELICAL
EVANGELICAL AND REFORMED
FRIENDS
UNITED LUTHERAN
AFRICAN METHODIST EPISCOPAL
AFRICAN METHODIST EPISCOPAL ZION
COLORED METHODIST EPISCOPAL
METHODIST
AMERICAN MORAVIAN
PRESBYTERIAN, U.S.A.
PRESBYTERIAN, U.S.
UNITED PRESBYTERIAN OF NORTH AMERICA
CHRISTIAN REFORMED
REFORMED IN AMERICA
UNITED BRETHREN IN CHRIST
UNITED CHURCH OF CANADA
AMERICAN BIBLE SOCIETY
AMERICAN SUNDAY SCHOOL UNION

297 FOURTH AVENUE, NEW YORK 10, N. Y.
TELEPHONE GRAMERCY 5-4658

Executive Secretaries
EDITH E. LOWRY
MARK A. DAWBER

WOMEN'S BUREAU
APR 2 1945
DEPARTMENT OF LABOR

April 23, 1945

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you very much for your letter of April 5. I am sorry I cannot attend the meeting on May 1 and we do not have a Washington representative. If there are to be a number of conferences held, we shall be glad to appoint some one to attend when I cannot.

The United Council of Church Women is a separate organization. It has not merged with the Home Missions Council. Its address is 156 Fifth Avenue, New York 10, N. Y.

Sincerely yours,

Edith E. Lowry

EEL:AL

Edith E. Lowry

THE NATIONAL COUNCIL OF NEGRO WOMEN, Inc.

(Affiliated with the National Council of Women of the United States, Inc.)

1318 Vermont Avenue, Northwest
Washington 5, D.C.

Telephone: Dupont 2483

MARY McLEOD BETHUNE
Founder and President

First Vice-President
VIVIAN CARTER MASON

Second Vice-President
ALMA ILLERY

Third Vice-President
EDITH SAMPSON CLAYTON

Fourth Vice-President
ARENIA MALLORY

Recording Secretary
ETHEL RAMOS HARRIS

Treasurer
ELIZABETH ROSS GORDON

Parliamentarian
SADIE MOSSELL ALEXANDER

Registrar
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Historian
MARY CHURCH TERRELL

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ESTELLE MASSEY RIDDLE

Department of Employment
VENICE T. SPRAGGS

Department of Citizenship
DOROTHY I. HEIGHT

Department of Family Life
RUTH HOWARD BECKHAM

Department of Religion
CHRISTINE S. SMITH

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Consumer Education Committee
WILLA MITCHELL

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SHELLIE NORTHCUTT

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LILLIAN COFFEY

Personnel Committee
CORRINE ROBINSON

Program Committee
MAYME MASON HIGGINS

Membership Committee
MAE C. HAWES

Legal Advisers
EUNICE HUNTON CARTER

April 21, 1945

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

JEANETTA WELCH BROWN
Executive Secretary

Editor-in-Chief of the Journal
SUE BAILEY THURMAN

Circulation Manager
HARRIET CURTIS HALL

Miss Frieda S. Miller
Direc tor
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

My dear Miss Miller:

This is just a note to let you know that I will plan to attend the meeting scheduled for Tuesday, May 1st, at 2:30 P. M.

Sincerely yours,

Jeanetta Welch Brown

Jeanetta Welch Brown
Executive Secretary

E/

AFFILIATED ORGANIZATIONS and METROPOLITAN COUNCILS

Alpha Kappa Alpha Sorority
Achievement Clubs
Beauty Culturist League
Delta Sigma Theta Sorority
Iota Phi Lambda Sorority
Lambda Kappa Mu Sorority
National Association of Colored Graduate Nurses
National Democratic Women's Association
Phi Delta Kappa Sorority
Republican National Association of Women
Sigma Gamma Rho Sorority
Women's Division of the IBPOEW
(Daughters of the International Order of Elks)
Women's Parent Mite Missionary Society, A.M.E. Church
Zeta Phi Beta Sorority
National Jeanes Association
Woman's Home and Foreign Missionary Society, A.M.E.Z. Church
Woman's Auxiliary to the National Medical Association
Atlanta Metropolitan Council
Chicago Metropolitan Council
Kansas City Metropolitan Council
New York Metropolitan Council
Richmond Metropolitan Council
Pittsburgh Metropolitan Council
New Jersey Metropolitan Council
Cincinnati Metropolitan Council
Los Angeles Metropolitan Council
Washington Metropolitan Council
St. Louis Metropolitan Council
Detroit Metropolitan Council

President, MRS. HERMAN H. LOWE
P. O. BOX 292, NASHVILLE, TENN.

Secretary-Treasurer, I. M. ORNBURN
A. F. OF L. BUILDING, WASHINGTON, D. C.

AMERICAN FEDERATION OF WOMEN'S AUXILIARIES OF LABOR

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2nd Vice-President
MRS. LAURA ESSMAN, KANSAS CITY, MO.
3rd Vice-President
MRS. MARGARET McDONALD, CHICAGO, ILL.
4th Vice-President
MRS. ELDA LUEBBERT, ST. LOUIS, MO.
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10th Vice-President
MRS. FRED J. KREGER, NEW ORLEANS, LA.
11th Vice-President
MRS. OLIVE ROTH, FOND DU LAC, WIS.
12th Vice-President
MRS. ILDA ANDERSON, DENVER, COLO.

WOMEN'S BUREAU
APR 22 1945
DEPARTMENT OF LABOR
17

Nashville 2, Tennessee

April 21, 1945

Miss Frieda S. Miller, Director
Women's Bureau,
U. S. Department of Labor,
Washington 25, D. C.

6589

Dear Director:

Mrs. Eugene T. Burr, 422 Pershing Drive, Silver Spring, Maryland is being asked to represent the A.F.W.A.L. at your May 1 conference. Please send details concerning the meeting to her at your earliest convenience.

With all good wishes for a good meeting, I am

Sincerely yours,

Mrs. H. H. Lowe

Mrs. Herman H. Lowe.

ML/j

GENERAL FEDERATION OF WOMEN'S CLUBS
1944 - 1947





PRESIDENT
MRS. LAFELL DICKINSON
1734 N STREET, N. W.
WASHINGTON 6, D. C.

★

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MRS. J. L. BLAIR BUCK
209 AMPTHILL ROAD
RICHMOND 21, VIRGINIA

★

SECOND VICE-PRESIDENT
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RED OAK, IOWA

★

RECORDING SECRETARY
MRS. OSCAR A. AHLGREN
1735 STANTON AVENUE
WHITING, INDIANA

★

TREASURER
MRS. VOLNEY W. TAYLOR
QUINTA LA PAZ
BROWNSVILLE, TEXAS

April 19, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I am starting to San Francisco for that conference, and will not be in Washington on May 1st. If you decide to have the meeting, if you will let my office know, we will be very glad to send someone to represent the General Federation.

Our Indiana women were very enthusiastic about the meeting you held in their State.

Cordially yours,

Lucy J. Dickinson

Mrs. LaFell Dickinson
President

LJD/ds

Mrs. Claggett

National Women's Trade Union League of America

ENDORSED BY THE AMERICAN FEDERATION OF LABOR AND THE TRADES AND LABOR CONGRESS OF CANADA

ROSE SCHNEIDERMAN, President
UNITED HATTERS, CAP & MILLINERY WORKERS' UNION

MARY E. DREIER, Vice-President
NEW YORK WOMEN'S TRADE UNION LEAGUE

ELISABETH CHRISTMAN, Secretary-Treasurer
GLOVE WORKERS' UNION

EXECUTIVE BOARD

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MRS. RAYMOND ROBINS — CHICAGO WOMEN'S TRADE UNION LEAGUE
MARY N. WINSLOW — D. C. WOMEN'S TRADE UNION LEAGUE

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BIRMINGHAM, ALA.
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NEW YORK
RACINE, WIS.
ST. LOUIS
TOLEDO
WASHINGTON, D. C.
WORCESTER, MASS.

317 MACHINISTS BUILDING
WASHINGTON 1, D. C.

April 18,
1945

WOMEN'S BUREAU
APR 1 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Director, Women's Bureau
U.S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thanks for your letter of April 4. I am glad to have your favorable comment of the conference in Indianapolis. Certainly, it attracted a fine cross-section of people from so many communities in the State. I too have had good reports and feel that you can count on effective activity by the organizations represented at the meeting.

I delayed earlier answer to your letter, especially regarding your suggested meeting on May 1, at 2:30 p.m. You know I want to come but I cannot promise because of the work before me in this office. If I can manage to come you know I will.

Faithfully yours,

Elisabeth Christman
Secretary-Treasurer

EC:b

CHASE GOING WOODHOUSE
2D DISTRICT OF CONNECTICUT

BANKING AND CURRENCY
COMMITTEE

WOMEN'S BUREAU
APR 1 5 1945
DEPARTMENT OF LABOR

Congress of the United States
House of Representatives
Washington, D. C.

April 17, 1945

Miss Frieda S. Miller, Director
U.S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Miss Miller:

Thank you so much for sending me the report about the Indiana State groups. It certainly looks as if you will have a model set-up which could be extended to other sections of the country.

I will do my best to be at the meeting Tuesday, May 1 at 2:30 and will hope that nothing will be on the Floor which will make it imperative to be present.

With best wishes, I remain

Sincerely,

Chase Going Woodhouse

CGW:jc

Congress of Women's Auxiliaries of the CIO

1019 15th Street, Northwest
Washington 5, D. C.

FAYE STEPHENSON, President
ELEANOR FOWLER, Sec'y-Treas.

VICE PRESIDENTS

VERNA BELL
Women's Auxiliaries of the United Transport Service Employees of America

WANDA BROWN
Federated Auxiliaries of the International Woodworkers of America

NETTIE CRAYCRAFT
Federated Auxiliaries of the International Longshoremen's and Warehousemen's Union

AGNES DOE
Women's Auxiliary of the National Maritime Union

BETTY HAYS
Coordinating Committee of Women's Auxiliaries of the United Federal Workers of America

DOROTHY KEENE
International Coordinating Committee of the United Automobile Workers Auxiliary

MIRIAM MURPHY
National Continuations Committee of the Ladies' Auxiliaries of the Transport Workers Union

MARY ORLICH
Ladies' Auxiliary Continuations Committee of the International Union of Mine, Mill and Smelter Workers

MARY VESSEY
National Council of Farm Equipment & Metal Workers Auxiliaries

LUCILE WENZEL
International Ladies' Auxiliary of The United Electrical, Radio and Machine Workers of America

April 17, 1945

Telephone—REpublic 0847
75



Frieda S. Miller, Director
Women's Bureau
U.S. Dept. of Labor
Washington, D. C.

Dear Miss Miller:

Mrs. Stephenson is not expecting to be in Washington on Tuesday May 1st so that I shall in all probability represent her. I look forward with interest to the meeting.

Sincerely,

Eleanor Fowler

Eleanor Fowler
Secretary-Treasurer

Young Womens Christian Associations of the United States of America

600 Lexington Avenue
New York 22, N.Y.



1112 No. Evergreen St.
Arlington, Va.
April 12, 1945

Miss Frieda S. Miller
Director, Women's Bureau
Washington, D.C.

My dear Miss Miller:

Thank you very much for your letter concerning the Indianapolis meeting. I was indeed glad to hear that it was so successful, and that so many good results have already come from it.

The meeting last December of representatives of the various national women's organizations seemed to me to be a very useful and creative one. I should agree with you that a further meeting to talk over the results of Indianapolis in terms of future possibilities might be a very natural and useful follow up of the December meeting.

I shall be glad to attend the meeting on Tuesday, May 1, as you have suggested, and am writing Miss Harper that I shall plan to be present.

Sincerely yours,

Hady G. Calkins

Mrs. J.Birdsall Calkins

Mrs. J. Birdsall Calkins, Arlington, Va., President
Miss Margaret L. Sorg, Richmond, Va., Vice-President
Miss Mamie E. Davis, San Francisco, Calif., Secretary
Miss Helen McCandless, Louisville, Ky., Secretary

National Catholic Welfare Conference

MOST REV. EDWARD MOONEY, D. D., ARCHBISHOP OF DETROIT, CHAIRMAN, ADMINISTRATIVE BOARD
RIGHT REV. MSGR. MICHAEL J. READY, GENERAL SECRETARY

DEPARTMENT OF SOCIAL ACTION

MOST REV. KARL J. ALTER, D. D.
BISHOP OF TOLEDO
CHAIRMAN

RIGHT REV. MSGR. JOHN A. RYAN, D. D.
DIRECTOR

REV. R. A. MCGOWAN
ASSISTANT DIRECTOR

REV. JOHN M. HAYES, S. T. D.

LINNA E. BRESETTE

CATHERINE SCHAEFER

NATIONAL HEADQUARTERS
1312 MASSACHUSETTS AVENUE, N. W.
WASHINGTON 5, D. C.

WOMEN'S BUREAU
APR 10 1945
DEPARTMENT OF LABOR

April 9, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:

I received your letter this morning which gave me very interesting information about the Indiana meeting. Let us hope all of them will meet with as great success.

I think it might be very well if another meeting is called and according to my calendar I am free May 1st and should be happy to attend.

Sincerely yours,

Linna E. Bresette

Linna E. Bresette
Field Secretary

LEB:bh

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
NATIONAL HEADQUARTERS, 1634 I STREET, N. W.
WASHINGTON 6, D. C.

April 9, 1945

WOMEN'S BUREAU
APR 10 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you very much for the excellent report of the Indiana meeting. Mrs. Holmstedt also reported to me. Judging from your two letters the project is off to a good start, so my very good wishes for its success.

Tuesday, May the first, at 2:30 p. m. has been entered into my calendar. I should be glad to attend if it is at all possible.

Sincerely yours,

Kathryn McHale
General Director

KM/mf

April 4, 1945

Miss Elizabeth Magee, General Secretary
National Consumers League
348 Engineers Bldg.
Cleveland, Ohio

My dear Miss Magee:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of them had State-wide membership.

As you probably know, after the planning meeting in Indianapolis on February 28 there was a continuing committee of 5 appointed. At the general conference March 23rd it was voted to have this committee enlarged to a membership of 7, which will at all times include a balanced representation of the business-professional and the labor groups, and a personnel woman in addition.

Of interest too are the 6 points that were recognized as the most important to emphasize in the beginning: (1) building up a body of information about women in the State, (2) a survey of all training opportunities, (3) a study of Employment Service facilities, (4) an examination of unemployment compensation policies, (5) consideration of seniority rights of women, (6) child care facilities in the communities.

In thinking over the proposals of the State group that this interest be extended into local community problems, and the question of what service the Women's Bureau is able to offer, I am wondering if the Washington group of these organizations should not meet for an exchange of ideas. A fuller discussion perhaps is advisable on some other matters raised at the Indiana meeting.

I am suggesting Tuesday, May 1st, at 2.30 p. m., as a likely date and time. We shall meet here in the Department of Labor. Will you let us know if you or your Washington representative can be present?

Sincerely yours,

FSM:RFN:eh

Frieda S. Miller, Director.

MINUTES OF THE INDIANA CONFERENCE ON WAR AND POSTWAR PROBLEMS OF WOMEN WORKERS

Held at the Y. W. C. A., 329 North Pennsylvania Street, Indianapolis,
Friday, March 23, 1945, 1 to 5 p. m.

At the meeting of Indiana women representing organizations interested in women's economic status, to consider war and postwar problems of women workers, there were more than one hundred in attendance.

The 20 organizations represented were as follows, 14 of them having State-wide membership:

American Association of University Women
Business and Professional Women
Indiana Congress of Industrial Organizations
Indiana Federation of Clubs
Indiana Federation of Labor
Indiana Home Economics Association
League of Women Voters
Marion Women's Dept. Club
Mental Culture
National Association of Colored Women
National Consumers' League
National Council of Catholic Women
National Council of Jewish Women
National Women's Trade Union League
Progress Club
United Council of Church Women
Women's Personnel
Young Professional Women's Clubs
Young Women's Christian Association
Zonta International

There were 23 communities represented by those attending:

Anderson	Indianapolis	Marion
Bloomington	Jeffersonville	Muncie
Covington	Knox	Richmond
Evansville	Kokomo	South Bend
Fort Wayne	Lafayette	Terre Haute
Gary	Laporte	West Lafayette
Hammond	Lawrenceburg	Whiting
Hobart	Logansport	

The meeting was called to order by Miss Elizabeth Blaisdell, a member of the Continuing Committee and General Secretary of the Metropolitan Area, Y. W. C. A., Indianapolis.

Miss Blaisdell reviewed briefly the reason for the meeting and the objectives (as outlined in the program distributed to all who attended as they entered the conference room).

In closing, Miss Blaisdell said: "As we go into this meeting we are thinking of Indiana and the communities which we represent, hoping to find ways as we work along to meet the problems of women workers; to find ways to recognize those problems in our communities and our State, and to find ways of doing something about them."

Miss Blaisdell then presented Miss Frieda Miller of Washington, D. C., who is Director of the Women's Bureau, U. S. Department of Labor.

Miss Miller gave a most interesting talk, stressing the fact that in Indiana are found 14 major manufacturing centers, vastly expanded during the war period, where many things are made, including: ships; ammunition of many types; tanks; aircraft engines and parts; airplanes; gliders; aircraft instruments; radios; electrical products, etc. She said that the peak of employment was reached here in the fall of 1943, and it has kept at a very high level since that time, with women very much in the picture. At peak war employment, 34 percent of the wage earners in manufacturing were women, which was almost twice as high as in 1940. The largest concentration of women is to be found in the machinery group; many more are in munitions factories.

Miss Miller pointed out that the situation will be quite different when we cease to be an "arsenal" and we face the certainty of changes, especially in those areas where this work centers. The six greatest such centers in Indiana are - Evansville, Gary-Hammond-South Chicago, Fort Wayne, South Bend, Indianapolis, and the Louisville area which includes Jeffersonville, New Albany, and surrounding towns.

The Defense Plant Corporation has already announced plants and sites to be disposed of when war manufacturing ends. The Corporation says it is making this announcement now so it may speed conversion to postwar operations and keep employment as continuous as possible.

Miss Miller than asked: "Why should we talk particularly about women's problems in this connection?" Her answer was, certainly not because women's problems can be dealt with separately, but because it looks to us as if there is a general assumption that women will disappear from their jobs at the end of the war and that it will be a good thing. Before we decide our course of action we must face a few facts.

> The employment situation of women before the war here in Indiana, based on the 1940 census (similar to that for the country as a whole at that time) was that one out of five women residents were earning money, or 21.2 percent. The largest number were in clerical and sales work; next, in factories and laundries; in domestic service; in services other than domestic; professional and semi-professional groups.
>
> Almost half of the professional people in the State were women; almost half of all clerical and sales workers were women, and more than one-tenth of all proprietors and managers were women. Over one-third of the women employed were married; almost one-half were single; and the rest widowed or divorced.

Another factor we must consider in determining our attitude towards women's work is the cost of their not working. It has cost the communities much in taxes when single women and women with dependents could not find jobs.

If there are enough jobs to go around in the post-war era, then there will not be the fear that women might take men's jobs, which sometimes underlies the opposition to women working. But I believe, Miss Miller said, that there is no necessity for our facing such fact. We never again will allow circumstances to overwhelm us as we did in the thirties. It is possible to so shape our future that there will be enough jobs for all who want or need them. The Women's Bureau will be able to furnish much information on the various fields in the medical services open to women, salary ranges, institutions giving training, etc.

Miss Miller mentioned the Reconversion Blueprint which was adopted by the national organization heads who met in Washington in December 1944, (copies of which were furnished all attending this conference). What part of this blueprint Indiana can use and wishes to support will have to be decided by those present.

In closing, Miss Miller said:

1. The opportunity for women workers to use their skills and to learn new skills is one thing we can all agree upon. That means training.

2. If we are to have full employment, we must have adequate service to bring jobs and the people wanting jobs together.

3. We must look forward to decent working conditions.

4. We must look forward to return for the work done, that is, remuneration where the rate is set in conformity with the demands of the job rather than on the sex of the worker.

5. Community services, adequate housing, child care, adequate transportation services.

To realize these things, we must stand for women having a part in the planning activities of our communities. I think women will be able to find ways to work together toward such a program. "We must have the will and the vision, and the knowledge, to keep on working for it."

- - -

Miss Blaisdell announced that the group present was a good cross-section of the women in the State, a sampling of Indiana's thinking. Our concern this afternoon is what is going to happen to all of us, as women, in the postwar period and to women in our communities.

PROBLEMS OF WOMEN WORKERS

The group was then asked to present any and all problems which they considered worthy of our consideration, which resulted in the following:

1. Migration of people.
2. Child care. Danger of present facilities being considered only temporary, to be discontinued when the war ends. (Municipal Employees, AFL)
3. Nutritional lunch programs for school children. (AAUW)
4. Women's return to the home. (Indianapolis B&PW)
5. Women are the heads of families in many cases and must continue working. (CIO)
6. Youth - will they return to school or continue working? (Gary YWCA)
   a. Must learn new work habits. (Indianapolis YWCA)
   b. Adapt themselves to lower wages. (Ft. Wayne AAUW)
   c. Learn discipline. (South Bend AAUW)
7. Discrimination against women and discrimination against Negro women employees. (Gary YWCA -
8. Will men change job interests and women replace them in many instances? (from Technical High School)
9. Older men and women who are working for the duration and will quit when the emergency is over.
10. Who will take care of these older men and women?
11. After the war it is predicted there will be 12 girls to every 1 marriageable young man - more jobs for women will be needed. (Gary Federation)
12. Substandard wages for men may make it necessary for more women to work.
13. Equal pay for equal work.
14. The relaxation of standards.
15. Price control - will it cease? (Muncie YWCA)
16. Hours of work. (CIO)
17. Will older women be displaced by younger ones?
18. Domestic employees should not return to substandard wages.
19. Wage situation with respect to jobs that are essentially women's work. (State AAUW)
20. Guaranteed earnings. (AAUW)
21. Service women - will they get their jobs back? Or will they choose new fields? (Muncie CIO).
22. Some source of social security for older women. (Jeffersonville USO-YWCA)

Miss Miller then briefly summarized these problems for us:

1. People who have come into communities will either move or stay. Will there be community responsibility for new people and will they be counted in postwar plans? Is it good social policy to help people to get back into a community where they had roots?

2. The younger group - what kind of place is there for them after the war? They certainly will not have such good wages, for they have gone into work when work habits were lax. Schools are thinking about preparing training in new kinds of skill.

3. Postwar economy calls for good work conditions, limited hours, rest hours, eating places, etc.

4. Then there is the whole question of discrimination against women. Postwar work will be difficult to find, and many adults also must be retrained if they are to find satisfactory workplaces.

5. Women in postwar industry are going to be shut off from the chance to continue using their new skills developed for strictly war jobs, and they must look forward to going back to jobs or wages in previously substandard occupations. Women have been at fault, in part, for they have had limited skills at the start and often underbid men for their jobs. Now those jobs must be brought up to decent standards.

6. There can be new services in the community: child care, nutritional program in the schools. And especially for women who work, there can be minimum hours, good working conditions, social security (which should include domestics) in old age.

POLICIES TO BE CONSIDERED

(Legislative and Non-Legislative)

Miss Blaisdell asked the group to consider, first, the non-legislative policies on which women's organizations could be working. The following were advanced by those present:

1. We should get information in our own communities on all of the subjects previously listed. The question was brought up of whether all of the organizations should try to do the same survey or if the State should be divided into regions, with the organizations working out a plan in each region.

2. The re-education of the people to the position of women. Women's organizations should work together on this through committees. (B & PW)

3. What about our employment offices in relation to women? What do we know about our State employment services? We do not want an employment service that segregates women but we do want adequate counseling and employment service for women. (CIO)

4. Federal education service - classes to train people in skilled and semi-skilled jobs. Can this service be extended to function in the postwar era?

5. What will happen in communities where there are large groups of migrants who may decide to remain in those communities? Should it be the policy of this group to decide whether there should be adequate employment service provided for those communities?

6. Apprenticeship training.

The following matters for legislative policies were suggested:

1. Laws relating to women on the problems of hours, wages, etc., with the inclusion of workers formerly excluded.
2. Social Security laws, Welfare laws, Merit System, Weights which women are permitted to carry.
3. Maternity laws.
4. Child labor laws.
5. School service to very young children.
6. Legal settlement laws.

Miss Miller then summarized the points briefly as pertains to non-legislative policies, and Miss Blaisdell mentioned the legislative policies which had been suggested.

Miss Blaisdell presented Mrs. Heffelfinger, representing the Governor of Minnesota, who had heard of this Conference and was so much interested that he thought it well to send a representative.

Miss Martha Ziegler, Women's Bureau representative in our region with headquarters in Chicago, was also introduced.

Following a short recess, Miss Blaisdell pointed out that all of us are vitally interested in what is going to happen to women in the postwar world and when we talk about women workers we are talking about the industrial, the business, and professional women.

DEVELOPMENT OF PROGRAM ON THE STATE LEVEL

There was a lot of interesting discussion on the subject, and it was finally agreed that only a few major items should be included on the program at present; also, that we would not run into the difficulty of trying to set up a program of study on laws affecting women, etc., on which our organizations would not be in agreement. The following items were finally accepted by all present as comprising the program of this Conference group in the immediate future:

1. Public relations aspect (building a body of information).
2. Survey of all training opportunities, openings, and limitations.
3. Study of the U. S. Employment Service.
4. Study of unemployment compensation.
5. Seniority rights.
6. Child care.

RECOMMENDATIONS OF CONTINUING COMMITTEE

Mrs. Lykins of the Continuing Committee read certain recommendations which had been drafted by the Committee. After some discussion and amending, these recommendations were accepted as follows:

I. MEMBERSHIP

There shall be three official representatives or alternates from each organization. These persons should be representatives of the northern, the central, and the southern part of the State whenever possible.

Exceptions:

(a) Where there is only one group in the state representative of a national organization there shall be but one representative.

(b) In order that management be represented, there shall be three representatives from personnel directors.

II. CONTINUING COMMITTEE

1. Recommend that the Continuing Committee be increased from five to seven.

2. There should be balanced representation from women workers; namely, business, professional, and labor.

3. Recommend that members of the Continuing Committee serve one-year terms, with re-election permitted.

4. Recommend that the Continuing Committee's responsibilities be:

   a. Clearing house of information.
   b. Convener of future meetings
   c. Agenda or Executive Committee.

III. FINANCE

Recommend that for the first year each organization contribute $5.00 to defray expenses of mailing, conference, etc. At the end of the first year, this may need to be reconsidered. Remittances should be sent to: Miss Elizabeth Blaisdell, Y. W. C. A., 329 North Pennsylvania Street, Indianapolis, before June 1st.

Miss Blaisdell announced that the Continuing Committee will meet as soon as possible and consider the possibility of arranging regional meetings in different sections of the State.

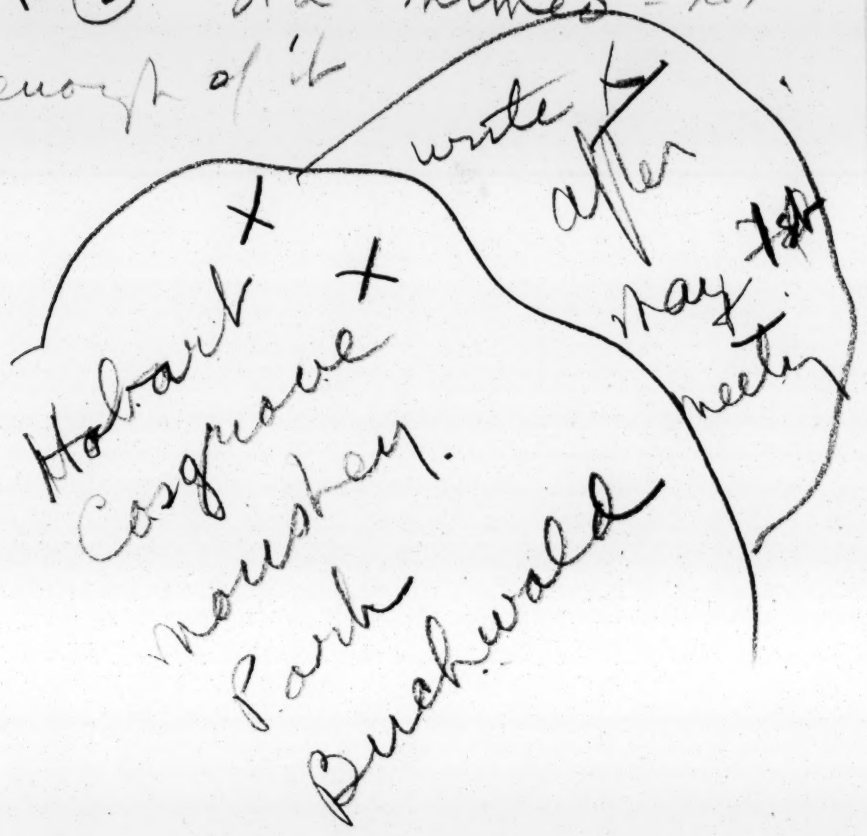
The meeting adjourned.

Letters in re

Reconversion Blueprint distribution + Post Conf

work in main Corres folder on Dec 4-5, 1944 Conf.

shall we
send ① the ditto
material prepared
for March meeting
② Indiana minutes - not
enough of it



April 5, 1945

Miss Edith Lowry
Home Mission Council of North America
297 Fourth Avenue
New York, N. Y.

My dear Miss Lowry:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 25 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

As you probably know, after the planning meeting in Indianapolis on February 28 there was a continuing committee of 5 appointed. At the general conference March 23rd it was voted to have this committee enlarged to a membership of 7, which will at all times include a balanced representation of the business-professional and the labor groups, and a personnel woman in addition.

Of interest too are the 6 points that were recognized as the most important to emphasize in the beginning: (1) building up a body of information about women in the State, (2) a survey of all training opportunities, (3) a study of Employment Service facilities, (4) an examination of unemployment compensation policies, (5) consideration of seniority rights of women, (6) child care facilities in the communities.

In thinking over the proposals of the State group that this interest be extended into local community problems, and the question of what service the Women's Bureau is able to offer, I am wondering if the Washington group of these organizations should not meet for an exchange of ideas. A fuller discussion perhaps is advisable on some other matters raised at the Indiana meeting.

I am suggesting Tuesday, May 1st, at 2.30 p. m., as a likely date and time. We shall meet here in the Department of Labor. Will you let us know if you or your Washington representative can be present?

I understand that the United Council of Church Women has been combined with the Home Mission Council. Mrs. Hedgeman attended as its representative at the December 1944 conference, as you will remember, but she has not come to subsequent meetings we have called. What do you suggest?

Sincerely yours,

Frieda S. Miller, Director.

April 4, 1945

Mrs. Dora S. Lewis, President
American Home Economics Association
c/o New York University
New York, N. Y.

My dear Mrs. Lewis:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of them had State-wide membership.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Miss Florence Thorne
Division of Research
American Federation of Labor
901 Massachusetts Ave. N.W.
Washington 1, D. C.

My dear Miss Thorne:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Sincerely yours,

P.S. A copy of this is going to Miss Proctor

Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Mrs. J. Birdsall Calkins, President
Young Women's Christian Associations
of the United States of America
1112 N. Evergreen
Arlington, Va.

My dear Mrs. Calkins:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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P.S. a copy of this is going to Miss Harper

Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Mrs. Katherine P. Ellickson
Asst. Director of Research
Congress of Industrial Organizations
718 Jackson Place, N.W.
Washington 6, D. C.

My dear Mrs. Ellickson:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Frieda S. Miller, Director.

P.S. A copy of this is going to Mrs. Bellanca

FSM:RFN:eh

April 5, 1945

Miss Linna Bresette
National Catholic Welfare Conference
Social Action Dept.
1312 Massachusetts Ave., N.W.
Washington 5, D. C.

My dear Miss Bresette:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Frieda S. Miller, Director

April 4, 1945.

Miss Elizabeth A. Smart, Director
Department of Legislation
National Women's Christian Temperance Union,
100 Maryland Avenue, N. E.,
Washington, D. C.

My dear Miss Smart:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

As you probably know, after the planning meeting in Indianapolis on February 28 there was a continuing committee of 5 appointed. At the general conference March 23rd it was voted to have this committee enlarged to a membership of 7, which will at all times include a balanced representation of the business-professional and the labor groups, and a personnel woman in addition.

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I am suggesting Tuesday, May 1st, at 2.30 p. m., as a likely date and time. We shall meet here in the Department of Labor. Will you let us know if you can be present?

Sincerely yours,

Frieda S. Miller, Director.

April 4, 1945

Mrs. LaFell Dickinson, President
General Federation of Women's Clubs
1734 N Street, N. W.
Washington, D. C.

My dear Mrs. Dickinson:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

PSM:RFN:pao

Frieda S. Miller, Director.

April 4, 1945

Miss Ruth Craven, Executive Secretary
National Council of Catholic Women
1312 Massachusetts Ave., N. W.
Washington 5, D. C.

My dear Miss Craven:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

FSM:RFN:pac

Frieda S. Miller, Director.

April 4, 1945

Miss Kathryn McHale, General Director
American Association of University Women
1634 I Street, N. W.
Washington 6, D. C.

My dear Miss McHale:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

FSM:RFN:pao

Frieda S. Miller, Director

April 4, 1945

Mrs. Olya Margolin
Washington Representative
National Council of Jewish Women
1637 Massachusetts Ave.
Washington, D. C.

My dear Mrs. Margolin:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Frieda S. Miller, Director.

FSM:RFN:eh

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National Council of Jewish Women
1637 Massachusetts Ave.
Washington, D. C.

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Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Miss Margaret A. Hickey, President
National Federation of Business and
Professional Women's Clubs
560 N. Skinker St.
St. Louis, Mo.

My dear Miss Hickey:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Miss Anna Lord Strauss, President
National League of Women Voters
726 Jackson Place
Washington 6, D. C.

My dear Miss Strauss:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

Although you will undoubtedly be getting the minutes from your State representative, you will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

April 4, 1945

Miss Nannie Burroughs
National Association of Colored Women
1114 O Street, N.W.
Washington, D. C.

My dear Miss Burroughs:

I want to send you a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

For these 2
use letter but add
red pencil words, omit
typed phrases in red
pencil parenthesis

April 4, 1945

Mrs. Mary McLeod Bethune, President
National Council of Negro Women, Inc.
1318 Vermont Avenue, N.W.
Washington 5, D. C.

My dear Mrs. Bethune:

I want to send you a brief report about the Indiana meeting of State groups, interested in women's economic status, held on March 23rd, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

You will be glad to know there was genuine enthusiasm and wide realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been satisfactory too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

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Sincerely yours,

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FSM:RFN:eh

April 4, 1945.

Mrs. Chase Going Woodhouse,
House of Representatives,
Institute of Women's Professional Relations,
Washington, D. C.

My dear Mrs. Woodhouse:

I want to send you a brief report about the Indiana meeting of State groups, interested in women's economic status, held on March 23rd, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM.RFN/nb

April 5, 1945

Mrs. Herman H. Lowe, President
American Federation of Women's Auxiliaries of Labor
P. O. Box 292
Nashville, Tenn.

My dear Mrs. Lowe:

I want to send you a brief report about the Indiana meeting of State groups interested in women's economic status, held on March 23rd in Indianapolis, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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I am suggesting Tuesday, May 1st, at 2.30 p. m., as a likely date and time. We shall meet here in the Department of Labor. Will you let us know if you or your Washington representative can be present?

Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

April 5, 1945

Mrs. Faye Stephenson, President
Congress of Industrial Organizations Auxiliaries
3079 West 111 Street
Cleveland, Ohio

My dear Mrs. Stephenson:

I want to send you a brief report about the Indiana meeting, of State groups interested in women's economic status, held on March 23rd in Indianapolis, as from my standpoint there was most gratifying interest on the part of everyone. I believe it could be called a very good beginning.

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Sincerely yours,

Frieda S. Miller, Director.

P. S. A copy of this is going to
Mrs. Fowler.

FSM:RFN:eh

1 carbon except as otherwise noted on little slip.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

April 5, 1945

Dr. Kathryn McHale
American Association of University Women
1634 Eye Street
Washington, D.C.

Dear Dr. McHale,

I want to send you ~~this note~~ a brief report about the Indiana meeting, as from my standpoint there was most gratifying interest on the part of everyone ~~and~~ I believe it could be called a ~~great success.~~ very good beginning.

Although you will undoubtedly be getting the minutes from your State ~~group~~ representative, you will be glad to know there ~~is no question in my mind of the~~ was genuine enthusiasm and ~~over-all~~ realization of the importance of this meeting. Judging from the active part taken by representatives of all the organizations present, it must have been ~~a success~~ too from their point of view. There were over a hundred in attendance, from 23 communities in the State. Of the 20 organizations represented (this is my recollection), 14 of these had State-wide membership.

As you probably know, after the ~~earlier~~ planning meeting in Indianapolis on Feb 28th there was a continuing committee of 5 ~~established~~ appointed, and at the ~~big~~ conference it was voted to have this committee enlarged to a membership of 7, which will at all times include a balanced representation of the business-professional and the labor groups, and a personnel woman in addition. Meet 23rd

Of interest too are the 6 points that were recognized as the most important to emphasize in the beginning: (1) building up a body of information about women in the State, (2) a survey of all training opportunities, (3) a study of Employment Service facilities, (4) an examination of unemployment compensation policies, (5) consideration of seniority rights of women, (6) child care facilities in the communities.

In thinking over the ~~further extension of~~ proposals of the State group that this interest be extended into local community problems, ~~as well as~~ and the question of what service the Women's Bureau is able to offer, ~~and with~~ a fuller discussion perhaps advisable on some ~~of the~~ matters raised at the Indiana meeting ~~(that will have application in other parts of the country by women's groups, on these questions).~~ I am wondering if the Washington group of these organizations ~~would~~ not ~~like to~~ meet for an exchange of ideas. I am suggesting Tuesday, May 1st, at 2.30 p.m., ~~as that seems the earliest date feasible.~~ We shall meet here in the Department of Labor. Will you let us know if you can be present? ~~In the meantime you will probably have received the minutes of the Indiana meeting.~~

Sincerely yours,

Frieda S. Miller, Director

February 20, 1945

Miss Edith Lowry
Home Mission Council of North America
297 Fourth Avenue
New York City, N. Y.

Dear Miss Lowry:

I want to send you information as quickly as possible on the several recommendations now agreed on, as a result of meetings held here in Washington, between the national organizations having a representative in Washington and the Women's Bureau itself, as to further action on the Reconversion Blueprint adopted at the December 1944 conference. I believe you will remember that everyone at that meeting hoped we could go ahead after the holidays to work out plans for translating that program on behalf of working women into some kind of action in a definite area.

At a meeting early in February it was decided that the best way to make progress on the program was to select a State where action to some extent might be practicable. The State of Indiana was chosen. At the next meeting it was proposed that there would be a planning meeting in Indianapolis February 28th to set up a small working conference for Indiana. At the February 28th meeting there would probably be, it was thought, 2 women from each organization who will act on recommendations submitted by the national organizations.

While the December conference was known as a Women's Bureau conference, the program to be developed and carried out from now on will be through the cooperative effort of women in Indiana representing the various national organizations having an interest in women workers. The Indiana conference will be thought of, therefore, as the result of action taken by these organizations to establish in an industrial State continuing attention to war and postwar problems of women workers.

I am writing to ask if you will let me know by telegram the names of two women in Indiana, who, from the standpoint of your organization, will be the ones to attend the initial meeting February 28th in Indianapolis. We should like more than one denomination to be represented. If you have a State chairman in Indiana, perhaps you would prefer to give us just her name alone, and after talking to Mrs. Sater she would know who the best selection would be for the other person who would represent another denomination.

Mrs. Helen B. Sater, of our staff, is going to Indiana to act as convener for this February 28th meeting. We have the names of women representing the other organizations, for Indiana, and as soon as I have your suggestions to send her, she will get in touch with them as to the place of meeting in Indianapolis. It was thought it would last for one day, meeting from 10 to 12 in the morning, and 1 to 4.30 in the afternoon.

I am enclosing some copies of the Blueprint, and statements of action taken at the two February meetings, so you can send information out to your Indiana people.

Sincerely yours,

Frieda S. Miller,
Director

FSM:RFN/
eh

Miss Magee

February 14, 1945

Miss Elizabeth S. Magee
348 Engineers' Building
Cleveland 14, Ohio

Dear Elizabeth:

I am delighted to hear you can be here for the meeting on the 19th and will count you in for 3:30 that afternoon.

I hope also that you are free for lunch on the 19th and that you will join me here at the Department at 1:00 o'clock so that we can have an extended talk.

I know how hard it is to get any manuscript read, being much behind on my own schedule in that respect, so if you can have your comment on the Dayton-Springfield one for this coming visit I'd appreciate it very much.

With all good wishes,

Sincerely yours,

Frieda S. Miller, Director

FM:IS

Alice Hamilton, *President*

Everett Moore Baker, *Chairman, Board of Directors*
John Howland Lathrop, *Vice Chairman*

Hyman Schroeder, *Treasurer*

THE NATIONAL CONSUMERS LEAGUE

For Fair Labor Standards

ENGINEERS BUILDING
CLEVELAND 14, OHIO
MAin 1175



Elizabeth S. Magee
General Secretary

February 8, 1945

Miss Frieda Miller
Women's Bureau
U. S. Dept. of Labor
Washington, D. C.

Dear Frieda:

Thank you for your recent note. I shall not be in Washington on the 23rd because of previous committments in Ohio. However, I expect to be in Washington the 19th and 20th, and I will hope that you will have some time during those days when I can see you. Mrs. Wyckoff wrote that she had attended your meeting in regard to the state conferences on post-war problems, and she said that there was to be another meeting at 3:30 on Monday the 19th. If you want the Consumers' League represented at that meeting, I shall be glad to come.

I am embarrassed to tell you that I have not yet been able to study the Dayton material as thoroughly as I want to. I am very interested in the first half of it, which I read. By the time I see you I will promise to have my comments ready, and perhaps I can send them to you before that.

With kindest regards, I am

Sincerely yours,

Elizabeth S. Magee

Elizabeth S. Magee,
General Secretary

2/7/45

Mrs. Nyswander:

Tel. call from WCTU rep. who attended Monday's conf. asked that following materials be sent Natl Pres.:

Reconversion Blueprint
Summary State Labor Laws for Women
List of Unions organizations attending conf.
Sent 2/8/45 JSM opening remarks

Natl President: Mrs. D. Leigh Colvin
1730 Chicago Ave.
Evanston, Ill.

M.A.

letters re Feb 5 meeting
here in Washington

February 6, 1945

Mrs. Eleanor Fowler
CIO Auxiliaries
1019 - 15th St., N.W.
Washington, D. C.

My dear Mrs. Fowler:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

We are working on application of the Blueprint to Indiana, which will be sent to you shortly before the meeting scheduled for February 19th as the basis for our discussion then. (3.30 p. m., in my office).

At that time, you will remember, Mrs. Sater is to be here. She is our staff member who will give aid in getting the initial State meeting organized. On February 19th the group will decide and inform her what the organizations believe is a reasonable program to recommend to the Indiana group.

In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFM:eh

February 6, 1945.

Mrs. LaFell Dickinson, President
General Federation of Women's Clubs
1734 - N - St. N. W.,
Washington, D. C.

My dear Mrs. Dickinson:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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Sincerely yours,

Frieda S. Miller,
Director.

February 6, 1945

Miss Anna Lord Strauss, President
National League of Women Voters
726 Jackson Place
Washington 6, D. C.

My dear Miss Strauss:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944. (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFN:eh

February 6, 1945

Miss Elizabeth A. Smart, Director
Department of Legislation (NWTCU)
National Woman's Christian Temperance Union
100 Maryland Avenue, N.E.
Washington, D. C.

My dear Miss Smart:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944. (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:RTN:eh

February 6, 1945

Miss Helen Hostetter
American Home Economics Association
Mills Building
Washington, D. C.

My dear Miss Hostetter:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFN:eh

February 6, 1945.

Miss Gladys F. Gove
National Business and Professional Women's Clubs
1819 Broadway,
New York City, N. Y.

My dear Miss Gove:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller.
Director.

cc sent to:
Miss Hickey
Miss Bache

February 6, 1945.

Mrs. Katherine P. Ellickson
Assistant Director of Research
Congress of Industrial Organizations
718 Jackson Place, N. W.,
Washington 6, D. C.

My dear Mrs. Ellickson:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Miss Elisabeth Christman, Secretary-Treasurer,
National Women's Trade Union League
Machinists Building
Washington, D. C.

My dear Miss Christman:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

Feburary 6, 1945.

Miss Kathryn McHale, General Director
American Association of University Women
1634 Eye St., N. W.
Washington 6, D. C.

My dear Miss McHale:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller
Director.

FSM/RFN/nb

February 8, 1945

Mrs. Florence Wyckoff
National Consumers League
c/o Food for Freedom
1707 H St., N.W.
Washington, D.C.

My dear Mrs. Wyckoff,

We are sending you a brief summary of the decisions taken at the February 5th conference, and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing to send it to anyone in Indiana. The statistical data are all right as far as they go, but not adequate now.

We are working on application of the Blueprint to Indiana, which will be sent to you shortly before the meeting scheduled for February 19th as the basis for our discussion then (3.30 p.m. in my office).

At that time, you will remember, Mrs. Sater is to be here. She is our staffmember who will give aid in getting the initial State meeting organized. On February 19th the group will decide and inform her what the organizations believe is a reasonable program to recommend to the Indiana group.

May I remind you that we all agreed to consider these plans still in an exploratory stage, that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller, Director

rfn

February 6, 1945.

Miss Florence Thorne,
Director of Research
American Federation of Labor
901 Massachusetts Ave., N. W.,
Washington 1, D. C.

My dear Miss Thorne:

We were sorry you found it impossible to come at the last minute to our February 5th meeting on the Reconversion Blueprint for Women. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decisions and we hope you can join us at the next meeting.

We are working on an application of the Blueprint to Indiana, which will be sent to you shortly before the meeting scheduled for February 19th as the basis for our discussion then. (3.30 p. m., in my office)

At that time, ~~you will remember~~ as suggested, Mrs. Sater is to be there. She is our staff member who will give aid in getting the initial State meeting organized. On February 19th the group will decide and inform her what the organizations believe is a reasonable program to recommend to the Indiana group.

In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFN/nb

February 6, 1945.

Mrs. Mary McLeod Bethune, President,
National Council of Negro Women Incorporated
1318 Vermont Avenue, N. W.,
Washington 5, D. C.

My dear Mrs. Bethune:

We were sorry you found it impossible to come at the last minute to our February 5th meeting on the Reconversion Blueprint for Women. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decision and we hope you can join us at the next meeting.

We are working on an application of the Blueprint to Indiana, which will be sent to you shortly before the meeting scheduled for February 19th as the basis for our discussion then. (3.30 p. m., in my office)

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In writing your State officer, may I suggest that you emphasize the fact that these plans are still in an exploratory stage, and that we hope no indication of our program will be given to any newspaper or published in any way.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Miss Anita Phipps
American Women's Voluntary Services
1628 - 32nd St., N. W.,
Washington, D. C.

My dear Miss Phipps:

We were sorry you found it impossible to come at the last minute to our February 5th meeting on the Reconversion Blueprint for Women. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decisions and we hope you can join us at the next meeting.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Honorable Chase Going Woodhouse,
House of Representatives
Washington, D. C.

My dear Mrs. Woodhouse:

We were sorry you found it impossible to come at the last minute to our February 5th meeting on the Reconversion Blueprint for Women. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decisions and we hope you can join us at the next meeting.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Mrs. J. Birdsall Calkins, President
Young Women's Christian Associations of
the United States of America
~~600 Lexington Avenue~~ 1112 N. Evergreen
~~New York 23, N. Y.~~ Arlington Va

My dear Mrs. Calkins:

I want to tell you about a meeting we had on February 5th, in my office, of women representing national organizations in the field of women's interests, when we asked those who were in Washington to come to discuss further development of the program under the "Reconversion Blueprint for Women."

I was sorry you were out of town and unable therefore to be present. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decisions and we hope you can join us at the next meeting.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Miss Nannie Burroughs
National Association of Colored Women
1114 - O St., N. W.,
Washington, D. C.

My dear Miss Burroughs:

I want to tell you about a meeting we had on February 5th, in my office, of women representing national organizations in the field of women's interests, when we asked those who were in Washington to come to discuss further development of the program under the "Reconversion Blueprint for Women."

I was sorry you were out of town and unable therefore to be present. We missed you very much, and I think you would have been pleased with the discussion.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/ RfN/nb

February 6, 1945.

Miss Edith Lowry
Home Mission Council of North America
297 Fourth Avenue
New York, N. Y.

My dear Miss Lowry:

I want to tell you about a meeting we had on February 5th, in my office, of women representing national organizations in the field of women's interests, when we asked those who were in Washington to come to discuss further development of the program under the "Reconversion Blueprint for Women."

The enclosed statement tells you the decisions. We are working on an application of the Blueprint to Indiana, and we shall send it to you when it is ready.

I hope you can let me know before the February 19 meeting if you have been able to get in touch with your State officer in Indiana and whether your State organization there will be interested in cooperating with the other groups on a program of this kind.

If you are coming to Washington around the 19th, and can come to our meeting, I shall of course be delighted, so we can have wide discussion on the next steps to be taken.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/RFN/nb

February 6, 1945.

Mrs. Minnie Fisher Cunningham
National Farmers Union
Fisher Farms
New Waverly, Texas

My dear Mrs. Cunningham:

I want to tell you about a meeting we had on February 5th, in my office, of women representing national organizations in the field of women's interests, when we asked those who were in Washington to come to discuss further development of the program under the "Reconversion Blueprint for Women."

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Sincerely yours,

Frieda S. Miller,
Director.

February 6, 1945

Miss Linna Bressette
Social Action Department
National Catholic Welfare Conference
1312 Massachusetts Ave., N.W.
Washington 5, D. C.

My dear Miss Bressette:

We were sorry you found it impossible to come at the last minute to our February 5th meeting on the Reconversion Blueprint for Women. We missed you very much, and I think you would have been pleased with the discussion.

The enclosed statement tells you the decisions and we hope you can join us at the next meeting.

We are working on an application of the Blueprint to Indiana, which will be sent to you shortly before the meeting scheduled for February 19th as the basis for our discussion then. (3.30 p. m., in my office)

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFN/eh

February 6, 1945

Mrs. Olya Margolin
Washington Representative
National Council of Jewish Women
931 Longfellow Street
Washington, D. C.

My dear Mrs. Margolin:

We are sending you for transmission to your State officer in Indiana a brief summary of the decisions taken at the February 5th conference and copy of the original program as adopted in December 1944 (Reconversion Blueprint).

I am not sending the outline or statistical data that were handed you at this meeting; the outline does not represent, of course, what the final recommendations may be on program points for the Indiana conference, and it would only be confusing for your Indiana group to get it. The statistical data are all right as far as they go, but not adequate now.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:RFN:eh

CHASE GOING WOODHOUSE
MEMBER-ELECT
2D DISTRICT OF CONNECTICUT

To Miss Longenecker

Congress of the United States
House of Representatives
Washington, D. C.

February 8, 1945

Miss Frieda S. Miller,
Director
Women's Bureau
U.S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I was so sorry to miss your meeting February 5, but I am beginning to realize that my days are far from under my own control. However, 3:30, February 19, will, I hope, find no important vote so that I can be with you, as I am so interested in the Blueprint for Indiana.

Sincerely,

Chase Going Woodhouse

Nyswander

Congress of Women's Auxiliaries of the CIO

1019 15th Street, Northwest
Washington 5, D. C.

Telephone—REpublic 0847

FAYE STEPHENSON, President
ELEANOR FOWLER, Sec'y-Treas.

VICE PRESIDENTS

VERNA BELL
Women's Auxiliaries of the United Transport Service Employees of America

WANDA BROWN
Federated Auxiliaries of the International Woodworkers of America

NETTIE CRAYCRAFT
Federated Auxiliaries of the International Longshoremen's and Warehousemen's Union

AGNES DOE
Women's Auxiliary of the National Maritime Union

BETTY HAYS
Coordinating Committee of Women's Auxiliaries of the United Federal Workers of America

DOROTHY KEENE
International Coordinating Committee of the United Automobile Workers Auxiliary

MIRIAM MURPHY
National Continuations Committee of the Ladies' Auxiliaries of the Transport Workers Union

MARY ORLICH
Ladies' Auxiliary Continuations Committee of the International Union of Mine, Mill and Smelter Workers

MARY VESSEY
National Council of Farm Equipment & Metal Workers Auxiliaries

LUCILE WENZEL
International Ladies' Auxiliary of The United Electrical, Radio and Machine Workers of America

February 7, 1945

WOMEN'S BUREAU
FEB 8 1945
DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
U. S. Dept. of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you for the material on Indiana. I have sent it off immediately to our Vice President in Indianapolis and to the president of our Indiana State Auxiliary Council. I shall let you know as soon as I hear from them.

Sincerely,

Eleanor Fowler

Eleanor Fowler
Secretary-Treasurer

Nyswander

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

~~1410 H STREET, N. W., WASHINGTON 5, D. C.~~

TELEPHONE EXECUTIVE 6884

930 F STREET, N. W., WASHINGTON 4, D. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

WOMEN'S BUREAU
FEB 3 1945
DEPARTMENT OF LABOR

February 2, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller,

Thank you for your letter of January 17th, and for the material enclosed. It is hard for me to say whether I can use additional copies of the material at this time. Would it be possible for me to let you know about this at a later date? We are exceedingly glad to have this information at hand and I am grateful to you for sending it to me.

Cordially yours,

AAH/EH

Anna Arnold Hedgeman

Anna Arnold Hedgeman
National Executive Secretary

represented
United Council of Church Women

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

Monthly Message to Affiliated Organizations

NATIONAL COUNCIL OF CATHOLIC WOMEN

1312 Massachusetts Avenue, N. W., Washington 5, D. C.

Vol. XXV, No. 2 FEBRUARY, 1945

THE PRESIDENT'S MESSAGE

The month of February will bring us to the beginning of another Holy Season of Lent. And as the Lent of 1945 is being ushered in, we find ourselves confronted with more serious war restrictions, and the growing need for every one of us to give complete cooperation in the programs outlined for us at our recent National Convention.

While the accomplishments of the National Council of Catholic Women in war-time activities have been heroic, we must do more. We must make more sacrifices, still greater efforts, if we are to render the assistance needed from us in these months of extreme sacrifice by our armed forces. May I urge you, presidents of particular groups, to stress the need of concentrated effort in all of our war-time demands.

As you receive this message, the Family Life Conference, under the auspices of the Family Life Bureau of the National Catholic Welfare Conference will be in session. It is my happy privilege to represent you during these days. These deliberations and their pursuant recommendations will be vitally important to us in the work of our committees, and in planning for Catholic observance of National Family Week in May. I know you will be looking forward to hearing about the Conference, and to reading the papers which will be printed in pamphlet form. Every affiliated society is a link in the chain of united Catholic Action in the work that we have pledged ourselves to do—that of restoring the Christian principles on family life to our society.

May we greet this Lent as a means of spiritual assistance in this time of crisis, offering our acts of love and devotion through our Blessed Mother's intercession, to Her Divine Son, Our Saviour, to bring an end to this terrible war.

NAN CUNNINGHAM GARRISON (MRS. THOMAS G.),
President.

WOMEN'S BUREAU. JAN 27 1945 DEPARTMENT OF LABOR

LEGISLATIVE AND OTHER NOTES

With the adjournment of Congress in December, 1944, all bills which had not been finally acted upon, died. Some of them will probably be reintroduced in the Seventy-ninth Congress which convened January 3.

There will probably be introduced bills providing for international cooperation, compulsory military training, expansion of the social security system, and federal aid to education.

President's Message to Congress

The President, in his message to Congress, touched on certain issues of interest to the war effort, to the peace to come, and to post-war life. Because of the influence of this message on coming legislation, the salient points are here given.

He appealed to workers to stay on war jobs. Since more men in the older brackets will be needed for the armed forces—men now in essential industry, the President felt it would be necessary to dip into the reserve of 4-F's for war jobs; he, therefore, advocated national service legislation.

He also advocated an amendment to the Selective Service Act which would permit the induction of nurses for the armed forces. Approximately 20,000 nurses will be needed for the Army and Navy this year.

With regard to the peace to come, the President challenged the responsibility of each individual. "Peace can be made and kept," he said, "only by the united determination of free and peace-loving peoples who are willing to work together—willing to help one another—willing to respect and tolerate and try to understand one another's opinions and feelings."

The principles of the Atlantic Charter were advocated as goals toward which to aim.

The President advocated the foundation, as soon as possible, of an international organization to preserve peace.

With regard to post-war life, the President recommended the greatest possible freedom of trade and commerce, full employment, aid to new small enterprises, development of natural resources and other useful public works, construction of airports, better housing, tax revision. He indicated that he would later send messages to Congress on universal military training, and on an expanded social security program and adequate health and education programs.

Compulsory Military Training

The advocates of compulsory military training are numerous and will undoubtedly press for action in this session of Congress. This legislation has the support of the Secretaries of War and of Navy. The President, while expressing support of such a bill, has not indicated whether the training will be along military or other lines.

There are many who advocate a continuance of the present Selective Service law as a measure for the defense of our country until such time as hostilities are over and we may have a clearer picture of the international situation.

This latter group has not been as vocal as the advocates of compulsory training, but it is hoped that Congress will give adequate opportunity for all groups to be heard on this vitally important question.

Social Security

In the August, 1943, MONTHLY MESSAGE, the provisions of the Wagner-Murray-Dingell Bill for the general expansion of the Social Security Act were discussed. It will be remembered that this Bill, which has the support of both labor groups, the American Federation of Labor and the Congress of Industrial Organizations, contains certain controversial features, particularly with respect to the provisions which would authorize medical and hospital care. Congressman Dingell has already reintroduced the Bill in the House.

Federal Aid to Education

Federal aid to education legislation advanced a step further in the Seventy-eighth Congress than heretofore. The bill was reported favorably to the Senate by the Committee on Education and Labor, recommitted to the Committee and reported favorably again on the last days of the session.

An advisory group of leaders of higher education have been studying the effects of the war on the colleges and universities. It is expected that this group will complete its work and submit its report sometime in January. What effect this report will have on the general attitude on federal aid to education remains to be seen, but it has been forecast that some form of federal aid will be recommended. Undoubtedly this report will make a considerable impression on Congress with regard to the whole question of federal aid to education.

Surplus Property Board

The membership of the Surplus Property Board, established by the Surplus Property Act of 1944, has not as yet been fully completed. The President has recommended to Congress as the third member of the Board Guy M. Gillette, whose term as Senator from Iowa has just expired. Other members of the Board, appointed by the President and confirmed by the Senate, are Robert Hurley, former Governor of Connecticut, and Lieutenant Colonel Edward Heller of California.

Labor

The National Council of Catholic Women was represented at a meeting of officials of thirty national organizations, called by the Women's Bureau, December 4-5, 1944, by Miss Ruth Craven, Executive Secretary, and Miss Linna E. Bresette, Field Secretary, Social Action Department, and Consultant to the N. C. C. W. Committee on Social Action.

A "Reconversion Blueprint for Women" was issued as a result of the conference whose main theses were:

"Women's employment must be considered not only as a woman or labor problem but one of human welfare, which includes women's status in the wage-earning world, their home and family responsibilities, and their relation to the National economy."

Many women must work to support themselves and their dependents, and in some instances to supplement the family income. This latter instance should challenge all groups to work for a family living wage, so that it will not be necessary for mothers to leave the home.

"Another essential method for promoting the welfare of women wage earners, who are also the homemakers and mothers of the race, is to build up progressive labor standards through legislation."

* * *

At this writing, a national service bill has already been introduced as has been a bill to conscript nurses. Sisters are not exempted under this latter bill. The Sisters of some religious communities have volunteered as a community to staff military establishments for the care of the wounded.

The proposed Equal Rights Amendment to the Constitution has already been reintroduced.

TESTING YOUR WARTIME PROGRAM

Let us start from the fact that one of the purposes of the N. C. C. W., of diocesan, deanery and parish councils, is to:

Stimulate the Program of Existing Societies

If a Council of Catholic Women is really doing its job, it is keeping the affiliated societies informed of the need for action in various fields in behalf of Church and Country. Further than this, it is *stimulating* the affiliated societies to respond to these needs. In a brief historical review, what are some of the needs that have been pointed out to the affiliated societies of N. C. C. W. since December 7, 1941? Mrs. J. W. McCollum of Gainesville, Fla. (Diocese of St. Augustine), was then President of the National Council of Catholic Women. Calling an executive committee meeting to discuss the role of Catholic women's organizations in war-time, Mrs. McCollum issued the following statement setting forth three goals.

To Win the War and Win the Peace

The task of our Catholic women's organizations in this crisis is threefold:

I. **We must give our individual and group strength to such agencies as the National Catholic Community Service, the Chaplains' Aid, the Red Cross, Civilian Defense. . . .**

II. **As organizations with a definite purpose beneficial to the religious, social, or educational life of our Church and Country, we must remember that an "all-out for victory" does not mean scuttling normal activities. . . . So far as it is possible, and although it will mean working double time, the various women's organizations should continue their normal program of activities.**

III. **We must profit from history and experience. Some day the war will be over; we will face a period of post-war reconstruction. Catholic women's organizations should train their membership, and gear their programs, to meet this period so that society may not again, as it did after the first World War, give itself up to disillusionment, skepticism, despair.**

As the war progressed, it was necessary to give our "group strength" to many war-time needs—to price control, to rationing, to salvage, to the buying of bonds, etc., and these the N. C. C. W. acquainted you with, urging that your society promote them in your own community, through your Catholic organization. From the first it has been a war which has required not only millions of men on the fighting fronts, but millions of volunteers on the home front. Your organization is a unit, in the armies of World War II. As an affiliate of N. C. C. W., how has it met the test of the threefold goal to which it subscribed?

Two Decembers and Their Significance

There are many reasons why we should take stock of our wartime service now; sound reasons why officers and directors of organizations should get around the table, and analyze the program to see if it answers these questions:

I. **What wartime activities are we engaged in? Through these activities are we reaching EVERY Catholic woman. To what extent has our society promoted training in the Red Cross Home Nursing Course? Are we as active now in the USO—National Catholic Community Service as we were in the first years of the war? What is our wartime record for helping the Chaplains' Aid?**

II. **Are we carrying on, or lagging behind, in the regular program of our society; in fulfilling the purpose for which we were organized? Are we continuing to increase our membership so that every Catholic woman in a community will be active in a Catholic society that through affiliation with N. C. C. W. is united with all Catholic women's organizations.**

III. **What is our society doing to promote careful study and intelligent discussion of the principles for a just peace as given by our Holy Father, and the proposals for a World Organization?**

The reason why we should take stock now is that the nation is "getting its second wind" in World War II. Just as we cannot forget December, 1941, when the United States entered the war; so we will not forget December, 1944, when news from the battlefronts of Europe showed us that victory was not as near as we had let ourselves hope; and when the plans for world organization, which though tentative held such bright promise, seemed doomed to gloomy failure. We realized then that there could be no let up in our efforts to win the war and to win the peace. And just as the events of this past December caused us to examine our consciences to see to what extent we, as individuals, may have been "letting up," so should organizations examine their programs to see if they are meeting the needs of these times, and giving their full strength to the volunteer war effort.

And There Is Another Job—War Relief

Just as our armies are fighting on many fronts, so also volunteers are called to work on many fronts. In programming for your society, War Relief work now calls for a high priority. The War Relief Services-N. C. W. C. is the agency established by the Bishops to work among the thousands of displaced persons, prisoners of war, and merchant seamen. This organization is a participating agency of the National War Fund. The National Council of Catholic Women is the volunteer arm of War Relief Services-N. C. W. C. just as it is the volunteer arm of the National Catholic Community Service.

Already, the National Council of Catholic Women at the request of War Relief Services has called upon eight diocesan councils to volunter to sew garments in connection with the Clothing Project of the Philippine War Relief (of the U. S.), Inc. The response from these Councils was so generous—a quota of 20,000 garments being accepted among the eight Councils—that the immediate supply was exhausted, thereby holding up the appeal which we had intended to send to all diocesan council presidents and presidents of national organizations. But the need for women's groups to sew simple garments for women, and particularly for children who are victims of war, is a great one. In the very near future we expect a "Call to Service" from the War Relief Services-N. C. W. C. The National Council of Catholic Women will communicate these needs to the presidents of diocesan councils and national organizations. In the meantime, your society might "alert" sewing machine brigades and let your diocesan council president know that your society is ready to take on war relief work.

VIRTUE: Confidence in God

PATRONAGE: The Passion

THE FORUM

for Catholic Parent-Teacher Associations
Home and School Organizations
Mothers' Clubs
Under the Auspices of the N. C. C. W. National Committee

"It must be borne in mind also that the obligation of the family to bring up children includes not only religious and moral education, but physical and civic education as well, principally in so far as it touches upon religion and morality."—Encyclical—Christian Education of Youth.

Selecting Radio Programs

The radio dial opens the door of our Catholic homes to visitors from all countries of the world—to visitors ranging from opera stars to the man on the street.

We discriminate when we invite friends or acquaintances into our homes. Do we select our radio associates as carefully?

The amazing variety of programs offered is an attempt by broadcasters to suit all types of people—no two with exactly similar tastes. Much that is good, some that is bad, and a vast amount that is mediocre, comes from the radio. Radio can be helpful. It can be harmful. Parents' interest and alertness will determine which.

Children are trained to be discriminating about food, clothing, motion pictures, books and friends, being taught to distinguish between the true and the false, the fine and the shoddy, the valuable and the cheap. It is the obligation of parents to help children determine whether the radio presents programs which increase their knowledge, inculcate high standards, and give them better understanding of their fellow men, or whether it clutters their minds with trivial, time-wasting subjects.

Your Part in Program Improvement

The quality of radio programs can be raised or lowered by the intellectual and cultural level of radio listeners. As listeners, parents and children both have an opportunity to decide which it shall be.

1. Do you voice your approval of good radio programs, commending broadcasting stations for such entertainment, or do you just condemn poor programs?
2. Do you encourage your children to relate the radio story they have heard so you can discuss the good and bad points with them?
3. Do you train your children to be sensitive to proper pronunciation, diction and quality of voice?
4. Do you ever listen to the entire program your children consider their favorite so that you can discuss its good or bad points with them?
5. Are you aware of the harmful effects of horror stories on your children?
6. Do you ever try to interest your teen-age daughter in dialing a "homemaker's" program?
7. Do your children like to *play* radio broadcasting—arranging their own program? Such fun could develop their critical faculties.

A CPTA Radio Committee has an opportunity to assist parents in guiding their children's radio listening.

Can it tell:

What constitutes a good radio program for children.
What radio programs are available in the area.
What a women's group could do to give constructive help to broadcasting stations in letting them know reactions to current programs or offering suggestions for children's programs.

Can it arrange:

Radio time for the broadcasting of a children's program sponsored by a local group.
Program material and participants for a local children's broadcast.

Aids to the Radio Committee

If you have a Radio Council in your area they may publish listings of good radio programs such as that prepared by the Radio Council of the Omaha Area, "Guide to Good Radio Listening."

The National Broadcasting Company, RCA Building, Radio City, New York, N. Y., and the Columbia Broadcasting Company, 485 Madison Avenue, New York, N. Y., furnish listings of their educational and cultural programs.

The publication of the Federal Radio Education Committee, U. S. Office of Education, Washington 25, D. C., "Criteria for Children's Radio Program," may be secured, 25c a copy.

During the school year the Federal Radio Education Committee publishes a "Monthly Program Listing Service" which may be obtained from their headquarters upon request. A limited number is available.

Electrically transcribed radio programs which might be obtained for use in a program arranged by a local CPTA are: "Highway to Heaven" series, from Defenders of the Faith, Father Richard Felix, O.S.B., director, Conception, Mo., and "Catechism Comes to Life" from Rev. Louis A. Gales, Catechetical Guild, 128 East Tenth Street, St. Paul 1, Minn.

The Association of the Junior Leagues of America, Waldorf-Astoria, New York, N. Y., have radio scripts for sale, entitled "Books are Adventure."

Radio scripts and electrical transcriptions may be borrowed from the U. S. Office of Education, Washington 25, D. C.

NATIONAL CATHOLIC SCHOOL OF SOCIAL SERVICE

Episcopal President of the Board of Trustees

The appointment of the Most Reverend Michael J. Ready, D. D., to the Diocese of Columbus stands as the most important event in the 1944 history of N. C. S. S. S. The faculty and students joyfully cooperated in the testimonials presented to the new Bishop. On December 14, school work was suspended for attendance at the ceremony of Consecration. Each alumna as well as each current member of the School feels personally the latest distinction to which the President of the Board of Trustees has arisen.

Bishop Ready first presided at the meeting of the Board of Trustees in 1938. At his advent as President the enrollment totalled 52 students; a faculty numbering 16 offered 29 courses. Under the leadership of Bishop Ready widespread advances have been made. The present enrollment numbers 151 with 27 faculty members providing 51 different courses. Full accreditation in the American Association of Schools of Social Work is established and the equipment and finances of the School are substantially improved. The advance of the School in every area resulted from either an initiative or encouraging act of its episcopal president.

A Triduum of High Masses was sung on January 14, 15, and 16, in the School Chapel at the request of the Board of Trustees to express our gratitude, affection, and good wishes to Bishop Ready.

Historical Note

When N. C. S. S. S. was founded in 1921, a Board of Management controlled its affairs. The Right Reverend Monsignor John J. Burke served as Chairman pro tem until the annual meeting in May, 1922, when he was duly elected. The Board of Management continued until 1926 when a constitution and by-laws were drawn, and the School was incorporated under the laws of the District of Columbia. Monsignor Burke was elected President of the Board of Trustees and continued in that office until his death in 1936. From 1936 to 1938, the Most Reverend Karl J. Alter served as acting President of the Board. As noted previously, Bishop Ready was elected in 1938.

International Tea

An International Tea and Program on Sunday, January 21, sponsored by Court Forest Glen, Catholic Daughters of America, honored the foreign students at N. C. S. S. S. Invitations were sent to representatives of allied nations, governmental departments, the National Catholic Welfare Conference, and educational institutions in the Nation's Capital. For the second consecutive year this event was held in the former residence of the late Justice of the Supreme Court, the Honorable Pierce Butler.

School Resumed

Students and faculty on the resumption of work after the Christmas holiday began immediately to prepare for the semester evaluations. The Handbook for Students, 1944-1945, notes under Conditions of Continuation, p. 12, "Average in course grades, performance in field work, ability to conform with and to develop professional disciplines, and qualities in character and personality will guide the faculty in decisions concerning a student's continuance or withdrawal from the School."

N.C.S.S.S. War Stamp Campaign

Number needed October 16, 1944		420,000
		(25c stamps)
Receipts from Toledo Pledges	8,710	
Additional contributions	170	
Unpaid Toledo Pledges	7,670	
	——	16,550
Number needed January 1, 1945		403,450

The latest report on receipts shows very little advance. However, a number of pledges made at the Toledo Convention have been fulfilled and a few small donations were received.

On December 1, 1944, an additional amount was paid on the mortgage. We have paid $125,047.25 leaving $24,519.75 still to be paid. (A sum of $333 had been paid on the mortgage by N. C. C. S. members who attended institutes at the School.)

Several members of the N. C. C. W. Board of Directors and Diocesan Presidents have written of their desire and efforts to succeed in the Campaign as soon as possible. *We know that each affiliated organization will cooperate in plans to complete the Campaign.*

"SOCIAL WORK AND THE JONESES"

The title of this section is that of a pamphlet just issued by the Public Affairs Committee, Inc., 30 Rockefeller Plaza, New York 20, N. Y. This Public Affairs Pamphlet No. 97 contains a good exposition of Social Work, what it is, what it does and who does it. In simple terms the needs people have for social services are described, as well as the kind of governmental and private agencies which have developed to help needy people.

"All social work aims to solve four familiar problems: economic need; human behavior and adjustment to living; health; leisure time and its use. Services to meet these problems are as vital to the modern community as its banks, its schools, its systems of communication and distribution."

"In any time of emergency, social work and its services take on added responsibilities. During the depression of the 1930's, the human problems resulting from unemployment were laid in the lap of social work. Early in this country's preparations for war, social workers were asked to help the draft boards with their investigations, and to help rejectees to secure medical or other necessary assistance. They were called upon to help people find homes in war-crowded communities, to help provide recreation, to arrange to care for the children of working mothers. They helped the many families whose normal living arrangements were upset by war conditions to untangle their difficulties."

Social Work Today

"When the need for civilian defense organizations came along, social agencies and councils of social agencies in most communities had a large share in organizing the community to protect itself against possible war emergencies, to participate in salvage programs, to recruit and assign volunteers for services in which every good citizen was needed."

"Besides the large numbers of social workers in the armed forces, many have taken war jobs, particularly in the USO, Red Cross, and new government agencies concerned with welfare. Many social workers trained in medical and psychiatric work, and in recreation leadership, are serving in military hospitals and with mobile field units in this country or abroad. The total result is to make the country more aware of the need for improved social conditions."

Social Work Tomorrow

"The end of the war must bring as much or more need for cooperation between social agencies and citizen volunteers as did war-time emergencies. There is, of course, a host of services which must be available to returning soldiers. Many communities have these ready and waiting. There will be greater needs for hospital and nursing services. Employers and labor unions alike have learned that it pays to have skilled counselors always available to advise and inform employes and to refer them to the various social and health services of the community. They have seen results in improved plant morale and actual increased labor output. Several agencies of the federal government have encouraged the establishment and use of health and welfare services as a means of increasing war production."

"Communities are learning how to meet the current unrest among their young people through planned recreation, advice to parents, club and handicraft facilities, neighborhood centers. These are just a few of the places in which social agencies, drawing on years of experience and aided by the volunteer help of many public-spirited citizens, will be called upon to serve the post-war world. It will help if the citizens understand, at least in a general way, what social work aims to do, and why.

Public and Private Agencies

"A convenient though equally artificial grouping, often used, is the division of social services into (1) *government services*, federal, state, local, all paid for by tax funds, and (2) *private* or *voluntary* social work, supported by contributions, bequests, and part-pay fees for services. The histories of these two general classes of social work and their lines of development have been diverse. But as often as not they serve the same families and individuals, at worst overlapping but more normally supplementing each other's work and planning their services in cooperation." . . .

"Although the government services care for more people than the private social work agencies, both endeavor, in a somewhat different way, to meet the same four general problems: *economic need, health, behavior, and the use of leisure time.*"

The Social Workers

"Social work, in all of its forms, is essentially a personal service. Like medicine and law, its usefulness and success in large part depend upon the people who do the work. The attitude that money for social work should not be used for 'overhead,' i.e., to pay salaries of workers, is comparable to a contention that a fire department should have as little investment as possible in firemen. In fact, social work depends even more on the people and less on the equipment. Obviously the best investment in social work is an investment in qualified workers who are able to give expert guidance and skillful service to persons in need of such help."

"Social work still is a relatively small profession. There are about 70,000 social workers, for instance, as compared with more than a million teachers, 245,000 professional engineers, 178,000 lawyers and judges, 165,000 physicians, and 133,000 clergymen."

The above quotations are but a few of the informative facts in the pamphlet which every socially minded person should read. Furthermore, the facts indicate a trend toward wider recognition for social work. The National Catholic School of Social Service was built and is building to bring an essential Catholic influence into social service. Through the School every Catholic woman exercises a real influence on the current 70,000 social workers as well as on the large number of persons who are coming into social work each year.

NATIONAL COMMITTEE FORUM

PUBLIC RELATIONS

Upon local chairman of the Committee on Public Relations rests the responsibility for getting *news* regarding activities of local Catholic organizations to the secular and Catholic press, locally and nationally.

What constitutes a *news* story? Perhaps one of the simplest definitions is "information about something before unknown." Newsmen usually give the following prerequisites:

1. The story must be on a new or unusual event or project.
2. The story, if about something old or already mentioned, must contain a new angle.
3. The story may be a human interest one.

To whom shall the local chairman send the story? Several outlets may be available at the same time, depending upon the importance and the emphasis of the story.

1. For the local secular press, a news story must be built around the prominence of the individuals or group participating, or must be of interest to the community as a whole. (Community "interest" varies from time to time, depending upon issues that are to the fore.) If St. Mary's Guild is holding a meeting at which a speaker of local prominence is to discuss international affairs, this is a story for the local secular press.

2. For the diocesan press, a news story must be built around Catholic events, projects, individuals—known or of interest to the diocese as a whole. If St. Mary's Guild is holding a meeting at which a speaker known through the diocese is to discuss international relations, this is a story for the diocesan paper.

3. For the national secular news agencies, a news story must be built around an individual of national prominence or a new or unusual event of national interest. If a figure of national prominence addresses St. Mary's Guild, and in his speech brings out new facts or new interpretations regarding an international organization, this story is material for the national secular news agencies.

4. For the national Catholic press, a news story must have a Catholic angle and be of national interest. If St. Mary's Guild, in cooperation with the campaign of the N. C. C. W. to make better known the 1944 Bishops' Statement as it applies to the Dumbarton Oaks proposals, invites a figure of national prominence to address its meeting, and he brings out new facts or interpretations, here is material for a separate news story in the N. C. W. C. NEWS SERVICE.

Applying these criteria, make use of your local and national, secular and Catholic press.

Catholic Press Month

"With the help of the N. C. W. C., the Catholic press has attained a professional polish which most of the Protestant press can envy but not equal." —*The Christian Century*, Dec. 13, 1944.

Subscribe to and read your diocesan paper, Catholic magazines.

Have displays of Catholic newspapers and magazines during press month.

Feature talks on the Catholic press.

Hold institutes on public relations.

INTERNATIONAL RELATIONS

In his 1944 Christmas Message on human dignity, democracy and peace, our Holy Father, Pope Pius XII, reiterates in strong terms the necessity of international organization, based on the essential unity of mankind, to keep the peace, administer justice and safeguard the rights of all—both victor and vanquished. Following are excerpts of great pertinence in connection with the Dumbarton Oaks Proposals and current developments:

"But how far will the representatives and pioneers of democracy be inspired in their deliberations by the conviction that the absolute order of beings and purposes, of which We have repeatedly spoken, comprises also, as a moral necessity and the crowning of social development, the unity of mankind and of the family of peoples?

"On the recognition of this principle hangs the future of the peace. No world reform, no peace guarantee can abstract from it without being weakened and without being untrue to itself.

"If, on the other hand, this same moral necessity were to find its realization in a society of peoples which succeeded in eliminating the structural defects and shortcomings of former systems, then the majesty of that order would regulate and inspire equally the deliberations of that society and the use of its instruments of sanction.

"For this reason, too, one understands why the authority of such a society must be real and effective over the member states, in suchwise, however, that each of them retain an equal right to its own sovereignty.

"Only thus will the spirit of sane democracy be able to pervade the vast and thorny ground of foreign relations.

"There is a duty, besides, imposed on all, a duty which brooks no delay, no procrastination, no hesitation, no subterfuge: It is the duty to do everything to ban once and for all wars of aggression as legitimate solution of international disputes and as a means towards realizing national aspirations. . . .

"The decisions already published by international commissions permit one to conclude that an essential point in any future international arrangement would be the formation of an organ for the maintenance of peace.

"No one could hail this development with greater joy . . . the peace settlement which should be strengthened and made more stable by mutual guarantees and, where necessary, economic sanctions and even armed intervention, should not give definite countenance to any injustice, does not imply any derogation of any right to the detriment of any nation (whether it be on the side of the victors, the vanquished, or the neutrals), and does not impose any perpetual burden, which can only be allowed for a time as reparation for war damage. . . ."

Thought for the Month: *"This war will end; but the peace that men will clutch at will crumble in their hands unless God has first place in the councils of nations, unless His Ten Commandments and the truths given men by Christ are at the foundations of the new world that all men of good will are hoping to see erected for the betterment of mankind."—His Holiness, Pope Pius XII.*

Reading Suggestions

BOOKS

Freedom Through Education—by John D. Redden and Francis A. Ryan. A discussion of the Four Freedoms in their Christian roots and their possible development through Christian education. In the foreword, Archbishop Spellman says: "The central theme of this book is that the truths of right philosophy and divine revelation supply the only valid foundation on which freedom can rest." Bruce Publishing Co. $2.50.

China Takes Her Place—by Carl Crow. A timely book about China, her leaders, and her struggles within and without, from the revolution of 1911 to the present day, by an author whose acquaintance with the country covers thirty years. Harper. $2.75.

Personal Mental Hygiene—by Thomas Verner Moore, O.S.B. An authoritative work of a Benedictine monk who is also a physician and a psychiatrist of national renown. Will help the reader help himself by learning the right method for keeping the mind healthy. Grune & Stratton, Inc., New York 16, N. Y. $4.00.

The Story of Jesus—A little New Testament for Catholic children, taken directly from the Confraternity of Christian Doctrine edition. Beautifully illustrated by Maud and Miska Petersham. The Macmillan Company. $1.50.

PAMPHLETS

A new printing of the *Bishop's Statement on International Order*, including a study club outline, the September 1, 1944, radio address and the 1943 and 1944 Christmas addresses of His Holiness, Pope Pius XII, will be issued during January by the National Catholic Welfare Conference. It will sell for 10c a copy.

Groups interested in Inter-American affairs will welcome the five new booklets, *Dominican Republic, Ecuador, Haiti, Honduras* and *Paraguay*, which have been added to the series issued by the Office of the Coordinator of Inter-American Affairs on the republics of South and Central America and the Caribbean. These may be purchased from the Office of the Superintendent of Documents, Government Printing Office, Washington, D. C., at 10c a copy.

Blessings in Illness—by Rev. D. F. Miller, C.S.S.R. A series of essays presenting ordered thoughts of spiritual cheer for shut-ins. Catechetical Guild. 25c.

ARTICLES

"Vitalizing the Spanish Class"—by Sister M. Patrick, C.D.P. These teaching devices, which have been used by the Sisters of Divine Providence, were presented at the Inter-American Workshop held last summer at Our Lady of the Lake College, San Antonio, Tex., under the sponsorship of the Office of the Coordinator of Inter-American Affairs. Some of the ideas should prove helpful to Inter-American Committee groups who are studying Spanish. *The Catholic School Journal*, January, 1945.

The December, 1944, issue of the *Prisoners of War Bulletin*, published by the American Red Cross, contains an article entitled "Determining the Fate of Army Personnel Missing in Action" by Col. George F. Herbert, A.G.D., Chief, Casualty Branch. This explanation of the care exercised by the members of the Army Casualty Branch in tracing those reported as missing in action will be a source of comfort to the families of these men.

WE SEEK INFORMATION

The *Monthly Message* is *your* work sheet. Therefore we are anxious that it really fill *your* needs.

To this end we are making a survey to determine its present value and future possibilities. Won't you tell us, please, just how you use it; what material you find most helpful; what changes of approach to a subject or additional information would enhance its value.

Your comments and suggestions will be greatly appreciated.

Items of Interest

With this issue of MONTHLY MESSAGE is enclosed a folder on the Red Cross Home Nursing courses. The need of training an additional three million persons in home nursing to meet the crisis caused by the lack of doctors and professional nurses for civilian care makes imperative the cooperation of all organizations with the Red Cross program. We ask Council members to assist in awakening their communities to the urgency of this need. If in your diocese there is a Council of Catholic Nurses, seek their cooperation in accordance with the plan of the National Council of Catholic Women and the National Council of Catholic Nurses for the promotion of home nursing courses. The enclosed leaflet tells how your organization can help.

According to a Decree of the Sacred Penitentiary, reported in *Acta Apostolicae Sedis*, all those who recite the ejaculation "Thy will be done!" in the midst of adversity with confidence in God may gain a partial indulgence of 500 days. A plenary indulgence is granted under the customary conditions to those who repeat the ejaculation daily for a month.

The International Federation of Catholic Alumnae has announced the publication of the Braille edition of Archbishop Francis J. Spellman's book, *Action This Day*. The transcription into Braille was made under the auspices of the Committee on Activities for the Blind of the New York State Chapter of the federation. The publication is available to blind readers throughout the country at the Xavier Free Circulating Library for the Blind.

The Catholic Press Association of the United States through its Literary Awards Foundation will conduct two short story contests, open to all professional and amateur writers. The two contests, one for newspapers and the other for magazines, will run concurrently from January 15 to March 12. All manuscripts must be submitted through a newspaper or a magazine that is an active member of the Catholic Press Association. The national prize winners will be selected on April 8. For further details of the contest, all writers are advised to consult the pages of their diocesan paper and of the national Catholic magazines.

Enclosure: "Doctors and Nurses Are Rationed, Too."

NINTH ANNUAL INSTITUTE ON INDUSTRY: MAY 27-JUNE 2, 1945

The Ninth Annual Institute on Industry—a school for women workers—sponsored by the Social Action Department, N. C. W. C., and the National Council of Catholic Women, will be held at the National Catholic School of Social Service, May 27 to June 2. During these days, a special institute will be arranged for diocesan chairmen of the N. C. C. W. Committee on Social Action and other Catholic women interested in studying and discussing social and economic problems.

We urge diocesan chairmen of the Social Action Committee to interest women workers and Catholic women in attending.

For complete information, write the Director, Institute on Industry, c/o National Council of Catholic Women, 1312 Massachusetts Avenue, N. W., Washington 5, D. C.

Returned to WB

Congress of Industrial Organizations

CIO

718 Jackson Place, N. W. • Washington 6, D. C.

Office of
KERMIT EBY, *Director*
Department of Education and Research

EXECUTIVE 5581
33



January 30, 19

Miss Frieda S. Miller, Director,
Women's Bureau,
U. S. Department of Labor,
Washington 25, D. C.

Dear Miss Miller:

Thank you for the materials sent with your letter of January 17.

I am exploring the desire of our organizations for additional copies of the digests of laws in each state that affect women.

It would be helpful if you would let me know to which of our international unions you send such material. Then I would know better how to supplement your efforts.

Sincerely yours,

Katherine Pollak Ellickson

Katherine Pollak Ellickson
Assistant Director of Research

Return to 1854

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—	Re Attached Please—
(1)	Mueller		
	~~Anderson.~~		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		
(2)	Robinson		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

OPO 16—24460

(3) Bagnall

...strial Organizations

CIO

...W. • Washington 6, D. C.

EXECUTIVE 5581

January 30, 19...

WOMEN'S BUREAU
JAN 31 1945
DEPARTMENT OF LABOR

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Sincerely yours,

Katherine Pollak Ellickson

Katherine Pollak Ellickson
Assistant Director of Research

Miss Turner & veteran & Rhys

National Catholic Welfare Conference

MOST REV. EDWARD MOONEY, D. D., ARCHBISHOP OF DETROIT, CHAIRMAN, ADMINISTRATIVE BOARD
RIGHT REV. MSGR. MICHAEL J. READY, GENERAL SECRETARY

DEPARTMENT OF SOCIAL ACTION

MOST REV. KARL J. ALTER, D. D.
BISHOP OF TOLEDO
CHAIRMAN

RIGHT REV. MSGR. JOHN A. RYAN, D. D.
DIRECTOR

REV. R. A. MCGOWAN
ASSISTANT DIRECTOR

REV. JOHN M. HAYES, S. T. D.

LINNA E. BRESETTE

CATHERINE SCHAEFER

NATIONAL HEADQUARTERS
1312 MASSACHUSETTS AVENUE, N. W.
WASHINGTON 5, D. C.

January 26, 1945

WOMEN'S BUREAU
JAN 27 1945
DEPARTMENT OF LABOR

Miss Frieda Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:

Accept my grateful thanks for the copy of your paper. I think it is excellent and is good material for our industrial committees.

I should like to have a number of copies--twenty-five at least. Can you supply that many? I promise to put them into circulation.

? | FOM speech

Sincerely yours,

Linna E. Bresette

Linna E. Bresette
Field Secretary

2/1/45 FOM

LEB:bh

HOME MISSIONS COUNCIL OF NORTH AMERICA
297 Fourth Avenue, New York 10, N. Y.

January 19, 1945

Dear Miss Miller:

May we have, please, twenty-five copies of the "Reconversion Blueprint for Women" which was adopted at the December 5th Conference? We have received the copies of your opening address and are very grateful for them.

Sincerely yours,

Edith E Lowry

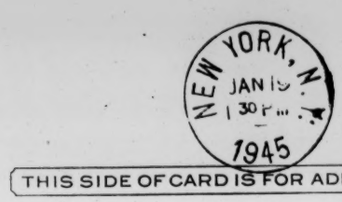
General Federation of Women's Clubs

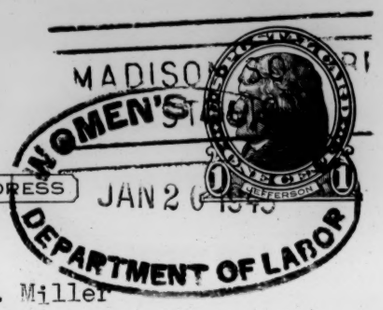
1 copy of whatever is prepared for general distribution to:

Mrs. B. Claggett
1734 N Street, N.W.

Mrs. LaFell Dickinson

Mrs. C. S. Maddock
Gwynfryn
River Road
R D 6 Trenton





THIS SIDE OF CARD IS FOR ADDRESS

JAN 20 1945

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Reconversion Blueprint
Last Word
Basic Steps
Balance sheet
Stop Guessing

January 18, 1945.

Miss Eleanor Park
Industrial Relations Department
Union Carbide Co.,
30 E. 42nd St.,
New York, N. Y.

special letter

Dear Miss Park:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful.)

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe you will be interested in proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If the set itself would be useful in quantity, we can furnish you with more of this material.

Included also are maps showing State labor legislation in various fields, prepared at the time of the conference of State labor officials that was called by the Secretary of Labor the middle of December.

The Bureau is now studying the factors that will help us determine in which region we could best offer our cooperation in a study of problems of women in industry, looking to their postwar situation. We hope within a short time to go forward with the plans made at the conference.

Sincerely yours,

Frieda S. Miller
Director.

FSM/RFN/nb

January 17, 1945

Miss Edith Lowry
Home Mission Council of North America
297 Fourth Avenue
New York, N. Y.

Dear Miss Lowry:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:
eh

75 cent

3 copies to each

January 17, 1945

Miss Kathryn McHale, General Director
American Association of University Women
1634 I Street, N. W.
Washington 6, D. C.

Dear Miss McHale:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:HFN:sl

January 17, 1945

Miss Agnes Nestor
American Federation of Labor (WTUL)
630 So. Ashland Blvd.
Chicago 7, Illinois

Dear Miss Nestor:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

20 copies sent

January 17, 1945

Miss Florence Thorne
American Federation of Labor
Division of Research
901 Massachusetts Avenue N.W.
Washington 1, D. C.

Dear Miss Thorne:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Herman H. Lowe, President
American Federation of Women's Auxiliaries of Labor
P. O. Box 292
Nashville, Tennessee

Dear Mrs. Lowe:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Dorothy Bellanca
Congress of Industrial Organizations
Amalgamated Clothing Workers Union of America
15 Union Square
New York 3, N. Y.

Dear Mrs. Bellanca:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Katherine P. Ellickson
Congress of Industrial Organizations
Asst. Director of Research
718 Jackson Place, N. W.
Washington 6, D. C.

Dear Mrs. Ellickson:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Faye Stephenson, President
Congress of Industrial Organizations Auxiliaries
3079 West 111 Street
Cleveland, Ohio

Dear Mrs. Stephenson:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Announced we have sent response letter to be Phoned her 1/19/45

Miss Elizabeth Cosgrove, Staff Assistant
Personnel Utilization Section
U. S. Civil Service Commission
Washington, D. C.

Dear Miss Cosgrove:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. LaFell Dickinson, President
General Federation of Women's Clubs
1734 N Street N. W.
Washington, D. C.

Dear Mrs. Dickinson:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

10 copies sent

January 17, 1945

Showed not have sent this per letter to Mrs. Hobart
1/18/45

Mrs. Warwick Hobart, Advisor
Employment of Women, Civilian Personnel Branch
Office of Secretary of War
Washington, D. C.

Dear Mrs. Hobart:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFH:eh

January 17, 1945

Mrs. Chase Going Woodhouse, Director
Institute of Women's Professional Relations
Connecticut College For Women
New London, Conn.

Dear Mrs. Woodhouse:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller,
Director

FSM:RFN:eh

January 17, 1945

Mrs. Loretta Moushey
Assistant Director Industrial Relations
Monsanto Chemical Company
St. Louis, Mo.

Dear Mrs. Moushey:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director.

FSM:RFN:eh

January 17, 1945

Miss Nannie Burroughs
National Association of Colored Women
1114 O Street, N.W.
Washington, D. C.

Dear Miss Burroughs:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFH:eh

January 17, 1945

Miss Linna Bresette
Social Action Department
National Catholic Welfare Conference
1312 Massachusetts Avenue N.W.
Washington 5, D. C.

Dear Miss Bresette:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Miss Elizabeth Magee, General Secretary
National Consumers League
348 Engineers Building
Cleveland, Ohio

Dear Miss Magee:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFW:sl

January 17, 1945

Miss Ruth Craven, Executive Secretary
National Council of Catholic Women
1312 Massachusetts Avenue N. W.
Washington 5, D. C.

Dear Miss Craven:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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The Bureau is now studying the factors that will help us determine in which region we could best offer our cooperation in a study of problems of women in industry, looking to their postwar situation. We hope within a short time to go forward with the plans made at the conference.

Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Olya Margolin
Washington Representative
National Council of Jewish Women
931 Longfellow Street
Washington, D. C.

Dear Mrs. Margolin:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Mrs. Mary McLeod Bethune, President
National Council of Negro Women, Inc.
1318 Vermont Avenue, N.W.
Washington 5, D. C.

Dear Mrs. Bethune:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:eh

January 17, 1945

Miss Margaret A. Hickey, President
National Federation of Business and
Professional Women's Clubs
560 N. Skinker Street
St. Louis, Mo.

Dear Miss Hickey:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

January 17, 1945

Miss Anna Lord Strauss, President
National League of Women Voters
726 Jackson Place
Washington 6, D. C.

Dear Miss Strauss:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller,
Director

FSM:RFN:eh

January 17, 1945

Miss Leona Buchwald,
Supervisor, Guidance & Placement
Department of Education
National Vocational Guidance Association
3 East 25th Street
Baltimore 18, Maryland

Dear Miss Buchwald:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Miss Elizabeth A. Smart, Director
of the Department of Legislation (NWTCU)
National Woman's Christian Temperance Union
100 Maryland Avenue N. E.
Washington, D. C.

Dear Miss Smart:

Copies of the opening remarks I made at the December conferance of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:MFN:sl

January 17, 1945

Miss Elizabeth Christman, Secretary-Treasurer
National Women's Trade Union League
Machinists Building
Washington, D. C.

Dear Miss Christman:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM/RFN/nn

January 17, 1945

Miss Eleanor Park
Industrial Relations Department
Union Carbide Company
30 E. 42nd Street
New York, N. Y.

Dear Miss Park:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM/RFH/nn

January 17, 1945

Mrs. Anna A. Hedgeman
United Council of Church Women
1410 Eithth Street, N. W.
Washington, D. C.

Dear Mrs. Hedgeman:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:eh

January 17, 1945

Mrs. J. Birdsall Calkins, President
Young Women's Christian Associations
of the United States of America
600 Lexington Avenue
New York 23, New York

Dear Mrs. Calkins:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 17, 1945

Miss Anita Phipps
American Women's Voluntary Services
1628 32nd Street, N. W.
Washington, D. C.

Dear Miss Phipps:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

Return to Hyowanden

January 17, 1945

Mrs. Minnie Fisher Cunningham
National Farmers Union
Fisher Farms
New Waverly, Texas

Dear Mrs. Cunningham:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

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Sincerely yours,

Frieda S. Miller,
Director

P. S. I was sorry to know you had been ill. Your newspaper column was greatly appreciated and enjoyed by all of us. Thank you and do send the Union Farmer story.

FSM:RFM:eh

National Council of Catholic Women
1312 MASSACHUSETTS AVENUE, N. W.
WASHINGTON, D. C.

January 26, 1945

WOMEN'S BUREAU
JAN 27 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:

Thank you for your letter of January 17 and its enclosures.

I am particularly grateful to you for sending in a set of the summary of labor laws in the various states affecting women. Miss Bresette, Consultant to our Committee on Social Action, has ordered a supply of these so that we may send them to our committee chairmen.

Enclosed is a copy of our Monthly Message for February, 1945, which carries excerpts from the "Reconversion Blueprint for Women" and the meeting held December 4-5, 1944. I thought you would like this for your file.

We do appreciate your keeping us informed.

Sincerely yours

Ruth Craven
Executive Secretary

ip

January 17, 1945

Mrs. Dora S. Lewis, President
American Home Economics Association
c/o New York University
New York, New York

Dear Mrs. Lewis:

Copies of the opening remarks I made at the December conference of national organizations concerned with women's employment interests are now available, and several copies are enclosed (please let us know if an additional number would be useful).

With most State legislatures now in session, and because of your interest in legislation affecting women, I believe your national legislative chairman will be giving attention to proposed State bills. The summary of labor laws already existing that affect women, prepared for each of the 48 States, has been completed by our staff, and a set will be sent you next week. If your State organizations want copies for individual States, or if the set itself would be useful in quantity, we can furnish you with more of this material.

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Sincerely yours,

Frieda S. Miller, Director

FSM:RFN:sl

January 15, 1945

Mrs. C. S. Maddock
Gwynfryn, River Road, RFD 6
Trenton, New Jersey

Dear Mrs. Maddock,

Thank you very much for your interesting letter of January 5th.

I am very hopeful, like you, that with the wide distribution the national organizations will be giving the "blueprint" the interest of more and more women will be secured for our program. It is my belief that probably every club woman has, somewhere in her close family circle, a woman relative who is working in paid employment, so that there is more awareness than ever before of women's economic position and of how postwar employment policies will affect her.

The "equal righters" are definitely out to do away with protective legislation for women workers, I feel, and Article B of the "blueprint" would not be acceptable to them, in any sense. We are watching most carefully for bills being introduced in State legislatures that would delay unduly the restoration of labor standards, so that friends of women workers can protest immediately at unfavorable proposals.

Sincerely yours,

Frieda S. Miller, Director

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To		From	Re Attached Please—
	~~Dutton~~ Anderson.		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply ✓
	Hyde.		Signature
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	Mettert.		File
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	Robinson.		Date
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...N'S BUREAU
...AN 10 1945
...TMENT OF LABOR

RFD 6 Trenton N.J.

January 5,1944

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... to interest them in the great preoccupation
...t is aroused they can be of real help.I know our club women in this State were able to bring pressure that helped get the abolition of the home work-I know the main job is to get people to see the need for labor standards legally established and enforced.

New Jersey and her migrants should get real attention this year-I believe the Federal Labor Department advised that the housing of the migrant labor might properly be placed under the State Labor Department-Am not sure I quite see that as the proper allocation of responsibility but the main point is that adequate housing and health standards be set up-This migrant problem is hoary with age and any department that can solve the problem should be cheered.

I am wondering how the Equal Righters look at the suggestion for your article B in blueprint. I am not one with them- because of their attitude toward protective legislation for women-but they are quite insistent that there is no need for special laws for women . I am old fashioned enough to believe that "God created man--- male and female created He them."and no amount of legislation can make man and woman identical-It seems to me that is what the Equal Rights people think they can do.I suspect they will not be for any protective legislation for women just now.

Best wishes for the New Year-

Sincerely yours

Elizabeth W Maddock

Mrs. C.S. Maddock

GENERAL FEDERATION OF WOMEN'S CLUBS

Gwynfryn, River Road, RFD 6 Trenton N.J.

January 5,1944

WOMEN'S BUREAU
JAN 10 1945
DEPARTMENT OF LABOR

Miss Frieda Miller
Director Women's Bureau
Washington,D.C.

My dear Miss Miller-

I had planned to write you at once after my return from your fine conference in December-Again expected to reply at once when your excellent blueprint arrived-but the complications of being a grandmother (taking in "grands" while other members of familes had grip, munps etc. etc.) kept me from my desk.

Our Federation Secretary wrote that you had sent blueprints and they are to go out this month to our State Groups-I am hoping some of our women will study the plan and be ready to help when the legislation in the States is being ppesented.Our women have not been thinking along these lines- it is difficult to interest them in the great preoccupation with war-but if their interest is aroused they can be of real help.I know our club women in this State were able to bring pressure that helped get the abolition of the home work-I know the main job is to get people to see the need for labor standards legally established and enforced.

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DEPARTMENT OF LABOR

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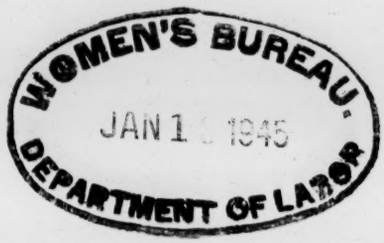
Sincerely yours

Elizabeth W Maddock

Mrs. C.S. Maddock

Minnie Fisher Cunningham
Fisher Farms
New Waverly, Texas

January 10, 1945



Miss Frieda Miller, Director
Women's Bureau,
Department Labor
Washington, DC

Dear Director Miller:

Flu put me down for ten days after my return home, will you please credit that as the reason I have not thanked you for your letter and the material? I have done a few things but not nearly what I should have done as a result of meeting with that dynamic group.

Herewith copy of my own column. I used your interview in the Washington Post as a basis for the points. I used the mimeographed material received from you later for my report to the National Farmer's Union. I'll send you the clipping when my copy of the Union Farmer comes in.

When I can be of service let me hear from you please.

Sincerely yours,

Minnie Fisher Cunningham

By Countryside And Town

With MFC

Not all meetings are as well set up as the one on Women in the Post War World, just held in Washington, D. C., by the Women's Bureau of the Dep't of Labor. Seated around a long table each of the conferees found a chart of the table as her place marker. And on the chart was the name of each person with the organization she represented. An agenda of the points to be considered was supplemented by the available statistical data in these fields.

Thirty Nat'l Groups Represented

From the east and the west, the north and the south we come representing national organizations which are interested in the problems of the woman worker. The General Federation of Women's Clubs, the YWCA and the American Ass'n of University Women were represented by their presidents. One or two others were scheduled to be but had to send substitutes. But all the representatives seemed alert and informed women. Even so it was apparent that we learned a lot from each other as well as from Madam Perkins and Frieda Miller, Director of the Woman's Bureau.

Agreed on a Nine Point Program

Personally it didn't take the statistical table showing that Texas, as a war measure, had abrogated our 9 hour day 54 hour week law for working women to interest me in the program. But I have to admit that when I saw that, as a war measure, we had let the bars down until the Texas 10 hour day 70 hour week was the most terrific in the whole United States, I felt an obligation to work for the restoration and improvement of the old standard. The other items in the program I also felt were important. Here they are:

1. Analyses of women's impending job shifts in terms of kinds and numbers of jobs which will evaporate, and of the possible transfer of war skills and new applications for those skills in civilian employment.

2. Establishment of policies and procedures for necessary lay-offs to prevent discrimination against women.

3. Assurance of public employment service facilities equipped and competent to handle needs of all comers.

4. Opening to women the benefits of adequate counseling, training and retraining facilities.

5. Establishment of at least adequate minimum conditions in the traditional women-employing industries.

6. Readiness of women entering the labor market to share all responsibilities of employment.

7. Provision of funds for demobilized women workers to return to former homes or to new areas with employment opportunities.

8. Advance planning of public works programs to meet the needs of all workers.

9. Services of competent, informed women on public postwar plannings bodies.

Friendly Philadelphia Lunched Me

En route to complete my Eastern errands by attending the Y.W.C.A.'s Nat'l Committee on Agriculture I stopped for lunch in Philadelphia. The Carpenters—Leslie and Liz were my hosts and great was my joy to see them. Naturally we reviewed the political year in Texas winding up with the revelation of Major Parten's and R. L. Bobbits valuable testimony on the conspiracy to seize control of the State Educational Institutions.

There was no surprise in this testimony for either of the three of us except the date of the meeting. The conspiracy itself has been obviously apparent and for more years than since the meeting of O'Daniel and the industrialists to formalize their work.

No surprise either in the violent refusal of Texas to be quiescent while the conspirators complete their dastardly job. Texans aren't lying down under this. Texans aren't like that. Texans won't take it. Only a synthetic Texan like O'Daniel could have thought they would. We wondered what Stevenson thinks about being left to hold the bag.

The Association adopted resolutions endorsing the prison survey project now being conducted in Texas by the Osborne Association and pledging support in securing action on recommendations which may be made; requesting elimination of discrimination in de capita apportionment of school funds and in educational opportunities; requesting a solution of the University of Texas situation so as to have a continuance of research in the field of social science and the provision of professional training facilities for the thousands of Texas people now engaged in social work; pledging the full and united support of the association to efforts to secure a revision of constitutional restrictions now imposed upon the Aid to Dependent Children program; favoring adult probation legislation in Texas; and advocating appointment of a commission to study and recodify Texas statutes dealing with children.

Excerpts From Doctor Rainey's Radio Address

Austin, Tex.—"You have struck a blow for freedom that will forever be remembered in the history of the University of Texas," former U. T. President Homer Price Rainey told 6,000 serious, attentive students Wednesday night in a student-sponsored, state-wide radio address from Gregory Gym.

Commending his former wards for their "mature behavior" in meeting the present crisis at the University and thanking them warmly for their "support and encouragement" in his struggle to free the University from political interference, Dr. Rainey devoted his 30-minute radio talk to an outline of the University trouble in terms of (1) a conflict in which the Board of Regents invaded his field of administrative authority and refused to allow him to run the University "according to generally accepted academic practices," and (2) a series of violations of "academic freedom," which, he declared, "is at the very roots of this controversy."

Dr. Rainey gave his and other prominent educators' concepts of what a "truly great University" should be, and explained how the restrictive influences of the "politically and economically powerful and influential men on the University's governing board jeopardized the ultimate achievement of a position of real greatness for the University of Texas.

Brushing aside some of the more harmless charges that the Regents have against the University and its administration as justification for their summary dismissal of its president, Dr. Rainey apparently felt obligated to treat briefly some of the more serious accusations, some of which have undoubtedly harmed the University.

"Unsuccessful efforts have been made by the Regents to divert our attention from the main issues by dragging in certain 'red herrings' such as communism, the morals issue, the Negro problem, the case of a conscientious objector, and a book on the reading list which they described as foul and obscene."

Dealing first with Regent Strickland's incessany cry of "communism," Dr. Rainey told how Strickland, "on the witness stand under oath . . . confessed that he could offer no evidence of communism in the University." Mentioning also Martin Dies' unfounded and unproven charges, Dr. Rainey scored the attacks on the patriotism of his faculty members and told of the University's big war trainig program which "trained thousands of men for the Navy," gave more than a hundred faculty members to the armed services," and "trained more than 20,000 men for production industries."

"Mr. Bullington then dragged in a morals issue and charged negligence on my part when he knew that no such negligence existed because he had the full facts in the case, and it was conclusively proved in the Senate Investigation by the Director of the Department of Public Safety (Col. Homer Garrison) that I had acted with full diligence in the matter and had cooperated completely with his department in pursuing the investigation."

Turning next to Mr. Strickland's Negro issue, he declared flatly that "It boiled down to nothing."

"All that he could show (to back up the rumor he circulated to the effect that Dr. Rainey was trying to bring Negroes into the University) was that I am a vice-president of a good and respectable organization functionig throughout the South that is working to help solve our urgent race problem. Everybody knows that the race issue is the South's number one problem and there certainly can be no just charge against honest efforts by sincere leaders in both races to find an acceptable solution to it."

Dr. Rainey also commented briefly on the book U.S.A., by John Dos Passos, which Mr. Bullington so violently objected to as a text in a sophomore English class.

"Those who are trying to discredit me and the University are circulating selected passages from this book over the State in an attempt to show that the University is sponsoring immoral teachings."

Dr. Rainey then read a five-point statement the English Department prepared which (1) completely relieved him from any responsibility in the selection or use of the book, (2) cited the extremely high esteem the volume is held in by critics and teachers of contemporary literature, (3) explained how the book is actually a highly moral book in that it preaches a sermon from an old text: "The Wages of Sin is Death," (4) explained further that "the pictures of wrongdoing contained in the book are so vivid and strong that, taken out of their context and considered without reference to the author's whole intention, they could be made to leave a wrong impression, and (5) stated for the record that the English Department itself had already recognized objections to the book and had voted to drop it before the Regents ever evinced any interest in it.

"We have had to spend a lot of time in the recent Senate Investigation answering unfounded charges against the Uiversity," he declared. "These charges have been successfully met. Now we should get back to the real problems . . . the issue of freedom of the University and the problem of proper administrative control."

Reading his audience some editorial comment from leading papers over the nation, Dr. Rainey called in disinterested outside authorities to analyse the controversy in terms of what they see as the principal basic issue—academic freedom. An editorial in the New York Herald-Tribune said, in part, "As the charges against him, Dr. Rainey, are sifted and the customary efforts to introduce sensational red herrings are reduced to their usual microscopic proportions, his offense seems to be a faith in our academic traditions of free inquiry and an adherence to our civic doctrine of free speech."

Quoting finally from a syndicated editorial by Thomas L. Stokes, who was recently voted by his Washington colleagues as the number one Washington news analyst, Dr. Rainey lead into what he apparently considers one of the most significant developments: "An issue of academic freedom at the University of Texas is beginning to attract national attention. From a study of the case it seems that big economic interests in Texas, for which Senator W. Lee O'Daniel is the spokesman nationally, because it may indicate a line of attack insidiously carried out in the field of education, that may be taken in the post-war period ahead, despite the rebuke in the recent elections to political figures of that inclination in Texas, as elsewhere in the South.

Apparently satisfied that he was now at the root of the controversy, Dr. Rainey next called attention to the prophetic nature of Mr. Stoke's observation by referring to the testimony later brought out in the Senate Investigation.

"On November 28, 1944, Major J. R. Partin and General Robert Lee Bobbitt testified . . . that in the summer of 1940 a group of wealthly supporters of Governor O'Daniel actually held a meeting in Houston and laid plans to get control of education in Texas. The University of Texas was especially singled out for a "housecleaning," and one part of their program was my elimination from the presidency . . . Thus far they have achieved their unworthy purposes. It remains to be seen whether or not they can hold their gains, and how much further they can go. In this,

Congress of Industrial Organizations

CIO

718 Jackson Place, N. W. • Washington 6, D. C.

Office of
J. RAYMOND WALSH, *Director*
Department of Education and Research

WOMEN'S BUREAU
JAN 10 1945
DEPARTMENT OF LABOR

EXECUTIVE 5581

January 8, 1945

Miss Frieda S. Miller,
Women's Bureau,
U. S. Department of Labor,
Washington 25, D. C.

Dear Miss Miller:

Thank you for your letter of January 2 and for the copies of the reconversion blueprint.

I am passing your letter along to Tony Smith, Assistant Director of the Industrial Union Council Department, so that he will know what material you have available. He will undoubtedly let you know direct how many copies he desires of the summary of labor laws in each state affecting women. I look forward to seeing this material and the memoranda explaining the principles, provisions and general policies of some of the bills you mention.

Sincerely yours,

Katherine Ellickson

Katherine Pollak Ellickson
Assistant Director of Research

National Catholic Welfare Conference

MOST REV. EDWARD MOONEY, D. D., ARCHBISHOP OF DETROIT, CHAIRMAN, ADMINISTRATIVE BOARD
RIGHT REV. MSGR. MICHAEL J. READY, GENERAL SECRETARY

DEPARTMENT OF SOCIAL ACTION

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REV. R. A. McGOWAN
ASSISTANT DIRECTOR

REV. JOHN M. HAYES, S. T. D.

LINNA E. BRESETTE

CATHERINE SCHAEFER

NATIONAL HEADQUARTERS
1312 MASSACHUSETTS AVENUE, N. W.
WASHINGTON 5, D. C.

January 5, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:

I was very much pleased to receive a copy of your Reconversion Blueprint for women. We may make requests soon for additional copies unless we decide to make a digest of our own. I hope soon to have the copy of your talk at the conference. I think it was very excellent and most comprehensive.

Incidentally, I had the pleasure of hearing you on the radio the other night. Did you hear me clap for you?

Best wishes to you for a Happy New Year.

Sincerely yours,

Linna E. Bresette

Linna E. Bresette
Field Secretary

LEB:bh

WOMEN'S BUREAU
JAN 6 - 1945
DEPARTMENT OF LABOR

January 3, 1945

Miss Agnes Nestor
Women's Trade Union League of Chicago
630 South Ashland Blvd.
Chicago 7, Illinois

Dear Agnes,

I sent you a telegram yesterday, to be sure an answer to your letter reached you in plenty of time.

The White House Conference last June was called for the purpose of finding out how women may share in postwar policy making, to rally support behind the appointment of women to international conferences in an official capacity, and it was decided to compile a list of names of well-qualified women in various fields of endeavor who would give creditable performance in such positions of responsibility. Women's organizations of all kinds were represented at the conference. The regional meetings being held now I presume are on the same basis, and you were invited due to your representing a women's organization in Chicago, I believe, rather than its being a labor organization or having relation to an industrial program.

As to our follow-up on the December conference we held, we are beginning now to gather the statistics and other necessary data about various regions before we can make the important decision as to just where we shall undertake calling a similar conference of regional people.

1/17/45 ✓

Ten copies of the reconversion blueprint are enclosed, and extra copies of the opening remarks I made will be sent when the speech is finally mimeographed.

Sincerely yours,

rfn

Frieda S. Miller, Director

MONSANTO CHEMICAL COMPANY
ST. LOUIS, (4) MISSOURI



January 3, 1945

Miss Frieda S. Miller
Director
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you very much for sending me the copies of the Reconversion Blueprint For Women.

I found the conference in Washington very stimulating. It always helps to get the viewpoints of a group especially the particular group you gathered together which represented so many of our national organizations.

Again let me express my thanks for including me.

With all good wishes,

Sincerely yours

Loretta Moushey

Loretta Moushey
Assistant Director
Department of Industrial
and Public Relations

eb

December 30, 1944

Miss Edith F. Gordon, President
New York League of
Business and Professional Women, Inc.
39 Frankfort Street
New York 7, New York

Dear Miss Gordon,

I am very glad to send you our "reconversion blueprint" for women, adopted at the conference called by the Women's Bureau to discuss problems women are facing now and will be facing in the reconversion period. Attending the conference were a small number of representatives of all kinds of organizations actively concerned with women's employment interests. Miss Margaret Hickey, president of your national federation, was present. Other organizations represented are shown on the list enclosed.

I appreciate your writing us in regard to such a program, as we wish to be in touch with every group having an interest in these problems, and we shall send you from time to time material we publish having a bearing on the subject.

Sincerely yours,

Frieda S. Miller, Director

rfn

THE NEW YORK LEAGUE OF

Business and Professional Women, Inc.

President
MISS EDITH F. GORDON
39 Frankfort St., New York 7, N. Y.

1st Vice President
MRS. ELISE M. HAMILTON
50 Church St., New York 7, N. Y.

2nd Vice President
MISS ESTHER I. OLSON
Chase National Bank
18 Pine Street, New York 5, N. Y.

WOMEN'S BUREAU
DEC 11 1944
DEPARTMENT OF LABOR

NEW YORK, N. Y.

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Northwestern Mutual Life Insurance Company
347 Madison Avenue, New York 17, N. Y.

Corresponding Secretary
MRS. KATHERINE MCNARY
121 Madison Avenue, New York 16, N. Y.

Treasurer
MRS. MADELINE DIGMAN
451 East 22nd Street, Brooklyn 26, N. Y.

Member of State and National Federation of Business and Professional Women, Inc.

December 11, 1944

Miss Frieda Miller, Director,
Women's Bureau,
Department of Labor,
Washington, D.C.

Dear Miss Miller:

I was interested to read Ann Cottrell's article in the Herald Tribune about the recommendations designed to aid women in the reconversion period, and to know that they were drawn up by representatives of thirty National organizations. Would it be possible for you to let me know what these 30 are, i.e. the names?

We are always interested in any plans to aid women and also if it is possible, may I have a copy of the recommendations?

Sincerely yours,

Edith F. Gordon

President

President MRS. NORMAN VINCENT PEALE | *First Vice-President* HERMANN N. MORSE | *Second Vice-President* MRS. CHARLES E. GRIFFITH | *Recording Secretary* CARL HEINMILLER | *Treasurer* BETTIE S. BRITTINGHAM

HOME MISSIONS COUNCIL OF NORTH AMERICA

INCORPORATED

THE INTERCHURCH AGENCY OF HOME MISSIONS BOARDS AND SOCIETIES OF TWENTY-THREE DENOMINATIONS

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METHODIST
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297 FOURTH AVENUE, NEW YORK 10, N. Y.
TELEPHONE GRAMERCY 5-4658

Executive Secretaries
EDITH E. LOWRY
MARK A. DAWBER

WOMEN'S BUREAU. DEC 30 1944 DEPARTMENT OF LABOR

December 28, 1944

Miss Frieda S. Miller
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you for the copies of the Reconversion Blueprint. sent 1/1/45 I wonder if I might have twenty-five more to send out to our constituent boards. As soon as it is available in mimeographed form, I should also like to have twenty-five copies of your opening talk at the conference. listed 1/1/45

Sincerely yours,

Edith E. Lowry

Edith E. Lowry

✓ 1/17

GENERAL FEDERATION OF WOMEN'S CLUBS
1944 - 1947





PRESIDENT
MRS. LAFELL DICKINSON
1734 N STREET, N. W.
WASHINGTON 6, D. C.

★

FIRST VICE-PRESIDENT
MRS. J. L. BLAIR BUCK
209 AMPTHILL ROAD
RICHMOND 21, VIRGINIA

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MRS. OSCAR A. AHLGREN
1735 STANTON AVENUE
WHITING, INDIANA

★

TREASURER
MRS. VOLNEY W. TAYLOR
QUINTA LA PAZ
BROWNSVILLE, TEXAS

December 28, 1944

Miss Frieda S. Miller,
Director,
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Miller:

Thank you for the copies of the "Reconversion Blueprint for Women" enclosed with your letter of December 18.

We should like very much to have 100 copies. Will you kindly send them addressed to my attention.

Very cordially yours,

Mrs. LaFell Dickinson
President

W/s

Sent 1/11/45 Hm.

THE NATIONAL COUNCIL OF NEGRO WOMEN, Inc.

(Affiliated with the National Council of Women of the United States, Inc.)

1318 Vermont Avenue, Northwest
Washington 5, D.C.
Telephone: Dupont 2483

WOMEN'S BUREAU
DEC 2 1944
DEPARTMENT OF LABOR

December 27, 1944

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First Vice-President
VIVIAN CARTER MASON

Second Vice-President
ALMA ILLERY

Third Vice-President
EDITH SAMPSON CLAYTON

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Department of Citizenship
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Legal Advisers
EUNICE HUNTON CARTER

JEANETTA WELCH BROWN
Executive Secretary

Editor-in-Chief of the Journal
SUE BAILEY THURMAN

Circulation Manager
HARRIET CURTIS HALL

Dear Miss Miller:

Thank you kindly for the copies of the Reconversion Blueprint that grew out of the conference called recently by the Women's Bureau.

We regret deeply that we did not have a representative present. However, we have read the Blueprint carefully, and have passed it along to our member organizations, and Metropolitan Councils.

We are keenly interested in, and concerned with the reconversion problems of women, so kindly keep us informed of future developments.

Please know that you have our cooperation in working out these vital plans for the future.

With very best wishes for a HAPPY NEW YEAR, I am,

Sincerely yours,

Mary McLeod Bethune

Mary McLeod Bethune
President

Miss Frieda S. Miller,
Director
Women's Bureau
United States Department of Labor
Washington, D C

AFFILIATED ORGANIZATIONS and METROPOLITAN COUNCILS

Alpha Kappa Alpha Sorority
Achievement Clubs
Beauty Culturist League
Delta Sigma Theta Sorority
Iota Phi Lambda Sorority
Lambda Kappa Mu Sorority
National Association of Colored Graduate Nurses
National Democratic Women's Association
Phi Delta Kappa Sorority
Republican National Association of Women
Sigma Gamma Rho Sorority
Women's Division of the IBPOEW
(Daughters of the International Order of Elks)
Women's Parent Mite Missionary Society, A.M.E. Church
Zeta Phi Beta Sorority
National Jeanes Association
Woman's Home and Foreign Missionary Society, A.M.E.Z. Church
Woman's Auxiliary to the National Medical Association
Atlanta Metropolitan Council
Chicago Metropolitan Council
Kansas City Metropolitan Council
New York Metropolitan Council
Richmond Metropolitan Council
Pittsburgh Metropolitan Council
New Jersey Metropolitan Council
Cincinnati Metropolitan Council
Los Angeles Metropolitan Council
Washington Metropolitan Council
St. Louis Metropolitan Council
Detroit Metropolitan Council

TELEPHONE, PENNYPACKER 2530

Philadelphia Branch, N A A C P

16TH AND LOMBARD STREETS





OFFICE OF
EXECUTIVE SECRETARY
CAROLYN M. DAVENPORT

12/22/44

Dear Miss Miller:

Thru some error the enclosed was delivered to our office this morning, and opened with our mail by mistake.

We are returning it to your office because we do no have Miss Burrough's correct address. She does not live nor work in Philadelphia, however. She is located in Washington, D. C.

Sincerely,

Carolyn D. Moore

Carolyn Davenport Moore
Executive Secretary

CDM/m

Mrs. D. Leigh Colvin
~~MRS. IDA BOWLES SMITH~~, PRESIDENT
EVANSTON, ILLINOIS

National Woman's Christian Temperance Union

LEGISLATIVE HEADQUARTERS

100 MARYLAND AVENUE, N. E.
WASHINGTON 2, D. C.
TRINIDAD 0288

MISS ELIZABETH A. SMART, DIRECTOR

WOMEN'S BUREAU.
DEC 21 1944
DEPARTMENT OF LABOR

December 21, 1944

Miss Frieda S. Miller
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

My dear Miss Miller:

I wish to acknowledge and thank you in the absence of Miss Smart for your letter and the enclosures which you sent to her.

Miss Smart is out of the city for the holidays.

Sincerely yours,

Ruth Perkins
Secretary to
Miss Elizabeth A. Smart, National Director
Department of Legislation

December 13, 1944

Miss Anita Phipps
President, D. C. Unit
American Women's Voluntary Services Inc.
1520 Twenty-Second Street
Washington 7, D. C.

Dear Miss Phipps:

I did have word from your national office, as you say, indicating that we might expect you on December 4 and 5. I, too, regret very much that you could not join us.

I found that we got a great deal of information and very helpful ideas from the two days' discussion. The enclosed statement briefly summarizes the position which the group decided to take.

I have been very much interested in your job training program and would be delighted if we could arrange a meeting when you could give me more of the detail on this. However, because I am going to be away both this week and part of next, I am afraid I cannot plan on any time until after the Christmas holiday, but if that is possible for you, I'd be very glad to have us try to find a date then.

Sincerely yours,

Frieda S. Miller, Director

FM:IS

AMERICAN WOMENS VOLUNTARY SERVICES

DUPONT 1478

DISTRICT OF COLUMBIA UNIT
OF THE
AMERICAN WOMEN'S VOLUNTARY SERVICES, INC.
1520 TWENTY-SECOND STREET
WASHINGTON 7, D. C.

December 12, 1944.

WOMEN'S BUREAU. DEC 13 1944 DEPARTMENT OF LABOR

OFFICERS

MISS ANITA PHIPPS
PRESIDENT

MRS. G. HOWLAND CHASE
VICE PRESIDENT

MRS. DEAN ACHESON
SECRETARY

MRS. NATHAN C. WYETH
TREASURER

Miss Frieda S. Miller
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Miller:

I understand from the National Office of the American Women's Voluntary Services that they sent you a telegram saying that I was to represent them at the conference called by you for postwar adjustments of women workers, on December 4th and 5th. Unfortunately, I was unable to be present at the meeting, which I very much regret.

As you undoubtedly know, the American Women's Voluntary Services have included a job training program under their permanent program for future work. This includes two services: 1. Training for domestic services; 2. Visiting Housekeeper Services. The A.W.V.S. is planning to train women to serve as Visiting Housekeepers in families under the care of Hospital Social Services. This will allow the families to stay together during the mother's stay in the hospital or while she is incapacitated in her home. The philosophy of all social work is to keep the family together. We are discussing this with the Welfare Council also, an agency which runs such a service, also the U.S.E.S. and other social agencies. Again we are planning to set up a demonstration in Manhattan. The one important point to remember is that although the demonstration will include a central application bureau for the hospitals to apply for their housekeepers, the Hospital Social Service will supervise entirely the housekeeper's work in the families. Therefore, A.W.V.S. will <u>in no way</u> operate a social service program. Both No. 1 and No. 2 services will require professional guidance and an agreement on personnel practices for the employee and employer, usable, flexible and appropriate. These have not yet been outlined.

I am sure the National organization will be as disappointed as I am that they had no representative at your meeting and I would appreciate it very much if you would send me the results of this conference so that I may know what took place and may so advise the National Board.

Miss Frieda S. Miller
Director, Women's Bureau

I know how busy you are but if you could find time to lunch with me on Thursday or Friday of this week, or any day next week, I would be delighted to have an opportunity of talking over with you further the possibilities of developing these plans.

Very sincerely yours,

Anita Phipps

Miss Anita Phipps
President, D. C. Unit, A.W.V.S.

~~Mrs. L. succeeds~~ + Files Post War Conf.

GENERAL FEDERATION OF WOMEN'S CLUBS
1944 - 1947





PRESIDENT
MRS. LAFELL DICKINSON
1734 N STREET, N. W.
WASHINGTON 6, D. C.

★

FIRST VICE-PRESIDENT
MRS. J. L. BLAIR BUCK
209 AMPTHILL ROAD
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1735 STANTON AVENUE
WHITING, INDIANA

★

TREASURER
MRS. VOLNEY W. TAYLOR
QUINTA LA PAZ
BROWNSVILLE, TEXAS

December 11, 1944

Mrs. Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Mrs. Miller:

I have been sitting in on conferences all the years of my adult life, and may I tell you that I never took part in one where I thought the presiding officer did better than you did at our meeting on December 4. You had a very lovely way about you that was friendly and very fair. I can't tell you how much I enjoyed it and how sorry I am that I was unable to come again on the 5th.

Please do not answer this, but I think once in a while in this world it is nice to have people tell us just what they think, and I did like you so much.

Sincerely yours,

Lucy J. Dickinson

Mrs. LaFell Dickinson
President

LJD/ds

Miss Miller replied with a P.S. on the conference follow-up letter - MMS

U. S. Department of Labor
WOMEN'S BUREAU
Washington

1. Number of women members and proportion or percentage they form of total membership of your union.

2. Does your international union have a policy of "rate for the job".

   Extent to which your local unions have agreements providing for job classifications based on sex.

3. Copies of master agreements or of local agreements which may be considered as typical samples for your union.

4. Information as to the seniority policy of your international.

   Extent to which local unions have not been able to eliminate separate lists for men and women; clauses providing for lay-off of women prior to men lay-off or married women or of other minority groups.

5. Any statement you feel you can make as to the outlook for employment of women in the industry covered by your union.

NUMBER OF UNION WOMEN REPRESENTED HERE TODAY

For 10 of the 19 unions represented here today we have an estimate of the woman membership from the international union office, and for the other 9 a rough estimate secured from other sources can be given.

Altogether, those of you here today are discussing matters of vital importance to the more than 1,360,000 union women, whom you represent.

If I could add a footnote to this, I might say that we invited two other unions having a large woman membership to send a delegate to this conference but they were unable to come. Because we thought these unions important to the conference, I would like to add their women members (estimated by their own officials) to the total mentioned above, - to indicate how many women there are in unions who have a stake in what we are talking about today - and we have, then, over 1,400,000 women.

PARTICIPATION OF WOMEN MEMBERS IN UNION AFFAIRS

1. Name of international union_____

2. Women members of Executive Board. Yes___ No___ Number_____

3. Women officers of international union. Yes___ No___ Number_____

   a. Offices held_____

   _____

   _____

4. Women presidents of local unions:

Local union number	Name of President	Address

5. Recent or expected cutbacks in employment affecting women members -

Name of plant	City	Products	Date of layoff	Total Employment		Layoff	
				Men	Women	Men	Women

Revised

WHEREAS, during the war period the number of women workers has increased by over 6 million to the total today of approximately 18 million, and

WHEREAS, in the same period the number of women in labor unions has more than tripled, totaling at present around 3 million, and

WHEREAS, the number of women members who actively participate in union affairs has grown rapidly. and

WHEREAS, the scope of women's interests as union members is steadily expanding, and

WHEREAS, woman membership has become such an important factor in the labor movement, and

WHEREAS, there is continuing need for securing union consideration for women's special interests,

This conference of women representatives of 29 international unions having a woman membership of around one and a half million, calls upon their fellow women workers in all places of employment to bring to the attention of their unions, and to secure support for, the following recommendations:

1. That every woman continue her war job without let down as long as needed.for the war effort.

2. That women members should take the responsibility for promoting a program in their own unions that will meet women's special needs.

3. Since women's activity in union affairs has directly resulted in increased benefits for them, they should undertake to interest a larger number of women workers in the union program and to enlist them for active participation in this program.

4. That women members urge their unions to encourage the development of leadership among women by including them in training schools for stewards, officers, and members ~~among women~~, and that women themselves be willing to assume such responsibilities as serving on bargaining, grievance, and nominating committees and holding office.

5. That women members seek to secure in union contracts guarantees of equal opportunity for women with men as to wages, seniority, and also safeguards for good working conditions.

6. That because of the need for reliable technical information about the best standards for working conditions and good social practices, such material be furnished by the appropriate government agencies.

7. That because women workers in unions are a part of the community they have an obligation to cooperate with other organizations and movements concerned with securing adequate community facilities and public services essential for the welfare of women as wage earners and home workers.

8. That women in unions should ? join in the effort make sure that government plans assure women adequate counseling and placement by the public employment service, and full opportunity for training and retraining for jobs. that community plan for giving women the

9. That because women in unions need sound reliable information on job opportunities for women in the postwar period, they should be furnished with such material by the Women's Bureau.

10. That a follow up committee be appointed to consider technical questions and draw up recommendations thereon for guidance of local unions.

April 25, 1945

U. S. Department of Labor
WOMEN'S BUREAU
Washington 25, D. C.

For immediate release
(on Apr 19-20 - meeting of union women)

Striking wartime gains in the number and importance of women in trade unions, and the unions' stake in solution of their postwar problems were underscored at a conference (April 18-20) in Washington, D. C. Called by Frieda S. Miller, director of the Women's Bureau, U. S. Department of Labor, the conference was attended by 31 women labor leaders in 23 international unions (AFL, CIO, and independent unions), the AFL and CIO headquarters, and the National Women's Trade Union League, representing altogether about three million women.

A resolution adopted stated that: "The contributions of women in every phase of our war effort have been recognized and have won for them a new role in our economy. They have willingly sacrificed long-established essential standards in order to make their full contribution to the war effort. The objectives of the Nation in the postwar period are to achieve an economy of full production and full employment. To attain these objectives it is recognized by labor, management, and Government that the standards of living of the whole people must be sharply raised. Fitting women into this program is the responsibility of our whole Nation and of women in particular."

In the legislative field, the principal recommendations called for:

1. Curtailment, as soon as the emergency permits, of relaxation of labor standards to which the labor unions have wholeheartedly acceded in order to get maximum production during the war period.

2. Improvement both in State labor standards which prior to the war had reached varying stages of development in different sections of the country, and in Federal standards which also have not attained optimum development.

3. Effective administration of labor laws by well-organized departments of labor with adequate funds, staff, and progressive policies.

On the non-legislative side, recommendations urged:

1. Development of means for raising wage standards in all woman-employing fields and the formation of policies designed to utilize women's fullest skills and to improve their status generally.

2. Provision of more adequate counseling and training facilities through the United States Employment Service.

The women trade unionists also requested special cooperation from the Women's Bureau to implement these objectives, and recommended a continuing committee of union women to consult with the Bureau on technical matters as related to union interests, preparation of essential information, and effective procedures.

In opening the conference Miss Miller said: "Some of you are working for the first time in this kind of joint enterprise. I hope by this means to get a free exchange of experiences, opinions, and information to enable us to piece together a helpful mosaic of the best methods and techniques for meeting the needs of women workers, both organized and unorganized, in war and peace. Also we welcome suggestions as to the kinds of materials that the Women's Bureau could furnish to further such a program.

"One of the major concerns of the Bureau, as with your own groups, is to prevent at the end of this war a return to the old difficulties and prejudices that after World War I stood in the way of adequate training and placement of women. Such stumbling blocks impeded for many years the utilization of women's potential and growing skills and experiences as well as their participation both in the organized labor movement and in community affairs.

"The progress in employment status, standards, and skills gained by women as a result of their magnificent response in our present work-to-win drive should not be allowed to slip at the close of the war."

A recurring theme at the conference was that unions feel that union protection and benefits are not only a woman's problem but one related to safeguarding the interests of all workers.

Chief topics of discussion were sound seniority systems, upgrading on the job, rate for the job, and good working and living conditions and standards.

Union responsibilities for women's special concerns and the companion picture of women's responsibilities for participation in union activities were high-lighted.

Illustrative of encouraging trends for women trade unionists and also of the need for their greater advance in unions where they had little if any prewar membership or status, were the findings presented at the conference from a Women's Bureau survey of local unions in midwestern war plants:

For example, the 81 AFL and CIO locals included reported 75,000 women members in the total membership of 200,000. In one-third of these unions women comprised one-half or more of the total membership. In over half of the locals, women have become members since the war began. In 63 percent, women have been on production only since the war.

Efforts by unions to break down discriminatory practices have brought some significant results, the study reveals. A large number of union contracts now have equal-pay provisions. In over half of the locals surveyed women hold office. In four-fifths of the contracts women have the same seniority rights

as men. It is significant, too, that in unions where women are members of bargaining, grievance, and shop committees, very few had separate male and female seniority provisions in the union contract.

The 31 delegates attending the conference came from unions connected with war production and from those in which women have for years been a large and influential part of the membership. The group reflected a variety of regional interests, coming from Boston, Chicago, Detroit, Indianapolis, Jersey City, Lawrence (Mass.), Milwaukee, Newark, New York City, Philadelphia, Pittsburgh, Reading (Pa.), Sioux City (Iowa), St. Louis, Wilmington (N. C.).

These women leaders belong to unions in the following industries: Automobile, aircraft, bakery and confectionery, bookbinding, chemical, electrical, farm equipment, food, garment, glove, hosiery, hats and millinery, hotel and restaurant, laundry, packing-house, retail and wholesale trade, shipbuilding, shoe, steel, telephone, textile, tobacco; also to unions of railway and steamship clerks, and of office and professional workers.

Women comprise about one-third of the total membership of the larger international unions represented at the conference for which data on number of women members were available. Of all these unions, the International Ladies' Garment Workers (AFL) is estimated to have the highest proportion of women, or three-fourths of its membership.

Though the United Automobile, Aircraft, and Agricultural Implement Workers (CIO) estimates women to constitute not quite a third of its whole membership of 1,100,000, the women total about 350,000—a larger number than in any other union.

The next largest number of women was reported for the United Electrical, Radio, and Machine Workers (CIO), in which the 280,000 women are 40 percent of the total 700,000 workers.

Important in the line-up of the estimated proportions of women are: United Textile Workers (AFL), with over three-fifths of its membership women; Amalgamated Clothing Workers (CIO), and Food and Tobacco Workers (CIO), each with women forming about a half; followed by the Bakery and Confectionery Workers (AFL), and the National Federation of Telephone Workers with the proportion of women falling between 44 and 49 percent; the Textile Workers Union (CIO) (including hosiery), with women constituting around two-fifths.

Women account for a fourth of the members in the United Packinghouse Workers (CIO), over a fifth of the United Farm Equipment and Metal Workers (CIO) membership, 12 percent in the United Steelworkers (CIO), and a tenth in the International Brotherhood of Electrical Workers (AFL), and in the International Union of Marine and Shipbuilding Workers (CIO).

Bagwell

U. S. Department of Labor
CHILDREN'S BUREAU
Washington 25, D. C.

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Plans for developing closer working relations between women members of labor unions and the Children's Bureau, U. S. Department of Labor, were developed by 31 women labor leaders in AFL, CIO, and independent unions at a conference recently held with Bureau officials in Washington, Katharine F. Lenroot, Chief of the Bureau, reported today.

As a start in the direction of cooperative effort, the labor leaders urged the Children's Bureau to create a continuing committee of women in labor unions to consult at frequent intervals with the Bureau on its programs and on the needs of children of working parents. In turn, the conferees offered the Bureau practical suggestions on ways of getting the benefits of its programs better known to workers' families through the labor press and radio; shop stewards; union counseling services; union educational, welfare, and health committees; and auxiliaries. The facilities of the unions for reaching their members were assured to the Children's Bureau.

Invited to Washington for an exchange of observations on what has happened to children in wartime, the labor leaders explored problems of child labor, health, and welfare, and existing Federal programs under the Fair Labor Standards Act and the Social Security Act, designed to meet these problems.

On the child labor front, the union women recommended both legislative and union action to recover ground lost during the war because of the enormous increase in numbers of boys and girls leaving school for work. They urged that unions press in all States for legislation which would make 16 years the minimum for general employment and 18 years the minimum for work in hazardous occupations, after the peak of war pressures has passed. These standards, which are already established in Federal law, won the complete support of the labor leaders present. It was also recommended that unions work for clauses in contracts with employers which would make these age limitations binding on employers. The Children's Bureau was asked to draw up model clauses which could be made a part of union contracts.

Programs providing maternal and child-health services and for the treatment and care of crippled children, which are administered by the Children's Bureau under the Social Security Act, were examined, and it was agreed that union women could do much to extend knowledge of these programs which are of direct benefit to workers' families.

Pointing out that the need for services to care for children of working mothers, which had never been adequately met before the war and only partially during the war would continue into the peace, the labor-union women called for continuation of Lanham Act funds to meet wartime need for child-care centers. They also urged the immediate development of a comprehensive program to provide services for children of working mothers that would be continued on a permanent basis in the postwar period.

Miss Lenroot reports that the Children's Bureau is now formulating plans for carrying forward the recommendations of the conference.

(CB 45-841)

A Maternity Policy for Industry

Why is a policy needed?

AS greater numbers of women enter industry, many employers are confronted with the perplexing question: What should be done about women who become pregnant after they have taken jobs—should their employment be continued or should they be promptly dismissed? The problem is a complex one, involving many factors—the health of the mother-to-be and of her child, the expectant mother's right as an individual to earn her living if she wishes to and can, the employer's need for workers, his responsibility for those in his employ, and his possible liability if accidents befall them while they are at work.

Employers are often reluctant to keep pregnant women in their employ because of the possibility of mishaps associated with the pregnancy, which may be claimed to be the result of the work done or of conditions on the job. They feel, too, that pregnant women are less efficient workers. Often they are concerned with the harmful effects the work may have on the prospective mother or on her baby, or they may think it does not look well for a woman to be working in an office or factory when her pregnancy becomes obvious. These reasons have frequently led employers to dismiss women workers as soon as they are known to be pregnant, or shortly afterward. This, it is sometimes thought, is the simplest and quickest way to avoid all the difficulties connected with the employment of women soon to have children.

But if we examine this policy in detail, we shall see at once that its success depends entirely upon knowing that a woman is pregnant during the first few months. Who is to give this information but the woman herself? But if a pregnant woman needs to work and knows she will lose here job if her condition becomes known, she will make every effort to conceal it—and frequently she can do so for half of her pregnancy, or even longer. This is more than a supposition—it is a fact that many women do conceal their pregnancies when they are employed in plants that require the dismissal of expectant mothers as a matter of routine. Such women, then, continue to work—and what is more serious—they work without due consideration for their condition and without supervision, since the fact of their pregnancy

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Why does the practice of prompt dismissal fail to accomplish its purpose? What would be a wise procedure?

is unknown to their associates. *Yet the results of the unsupervised employment of pregnant women can be more serious for both employer and employee than those that come from supervised, protected employment.*

The policy of dismissing pregnant women when their condition becomes known, does not obviate the difficulties the employer hopes to avoid:

1. The occurrence while the woman is on the job of mishaps due to her pregnancy. Miscarriages are the accidents of pregnancy that cause the employer the greatest worry. If miscarriages were frequent, especially if the women claimed they were brought on by their work or by conditions on the job, this would, of course, present a grave problem to the employer. But dismissing expectant mothers from their jobs does not remove this possibility. For the danger of miscarriage is greatest during the early months, and women who fear to lose their jobs will not tell of their condition during these early months. Therefore, no matter what policy the employer follows, pregnant women who find it necessary to work usually do work during this so-called "dangerous" period. If the firm insists on dismissal, this generally occurs during the middle months, which is, comparatively speaking, the "safest" period of pregnancy.

Actually there is far more reason for employers to be concerned about accidents of pregnancy when there are workers in their employ who are not known to be pregnant, since these women may be working in occupations that are harmful to them.

The most reasonable way to approach a solution would be to adopt a maternity policy that would encourage women to report their pregnancies at the earliest possible moment. Such a policy would prevent women workers from being penalized for being pregnant and would make their continued employment dependent upon their health and welfare rather than upon an arbitrary rule requiring prompt dismissal.

2. The harmful effects of work. Certain types of work may be injurious to a pregnant woman. They may cause her own present or future ill-health or may make it difficult or impossible for her to carry her child through its full term and then to bear a normal, healthy baby. But a woman who conceals her pregnancy so that she may continue to work often does not know whether or not her job is dangerous, and even if she knows it is unsafe she may through necessity continue in it for a long period. The employer can exercise no control, since the pregnancy has been concealed. *Yet there are many light, nonhazardous occupations at which pregnant women can work with safety.* It is both reasonable and advantageous for

employers to allow expectant mothers to continue to be useful workers as long as they can do so without danger to themselves or to their children.

3. Lessened efficiency. Pregnant women cannot equal the efficiency of other women in some types of work, and they would be a loss to a firm if they were forced to continue in them. They can, however, often do good work at other jobs within their capacity. A careful health and job evaluation may help to keep a pregnant woman a useful and efficient employee if she wishes to continue work.

4. Physical appearance. Many employers feel that it is not quite fitting to have obviously pregnant women working in their establishments. But this attitude usually stems from lack of precedent in the particular place of business. In some of the traditional women-employing industries, there is no concern about the appearance of obviously pregnant workers and their condition does not cause comment or distraction.

What should be the basis for a policy permitting maternity leave?

For a certain period of time before and after childbirth it is not advisable for any woman to be employed. This period is about 6 weeks before confinement and about 8 weeks after the birth of the baby. Fourteen weeks, then, should be considered a minimum of time for prenatal and postpartum leave. Extension of the leave period should be decided upon as the individual need requires. Many women may wish to leave their work earlier than 6 weeks before confinement. Similarly, after their babies have been born, many mothers may wish to remain at home longer than the minimum leave period, so that they may take care of their children themselves. From the point of view of protection of mother and child, and from the standpoint of the efficiency and conscientiousness of the mother as a worker, it would seem reasonable to extend this postpartum leave as the need arises.

What would be the features of a wise maternity policy?

To summarize briefly—a sound maternity policy in industry involves:

1. The avoidance of penalizing regulations so that women will be encouraged to report their pregnancies as early as possible.

2. A health examination for every pregnant woman. The state of the woman's health as shown by the findings of the physician's examination—and not the state of pregnancy itself—should form the basis for any decision regarding the continued employment of women who become pregnant.

3. A job evaluation for every pregnant woman and transfer to suitable, nonhazardous work if necessary. (A physician's advice as to the general conditions of work that are safe and those to be avoided for all pregnant women will help the employer to select jobs wisely.)

4. Periodic check-ups or reports on physical condition. It is especially important that there be a continuous health appraisal of pregnant working women.

5. Reasonable and protective minimum prenatal and postpartum leave periods.*

6. Job protection for a reasonable period of time. This would insure adequate recovery of the mother, would make it possible for the mother to spend a longer period of time at home with her baby, and would make for a healthier worker when the woman did return to work.

7. Cooperation among physicians in industry, private practitioners, and public-health departments. The maternity problems of industry are part of the maternity problems of society as a whole and deserve the combined interest of all persons and agencies concerned.

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* Standards for Maternity Care and Employment of Mothers in Industry. Prepared by the Children's Bureau and the Women's Bureau of the U. S. Department of Labor. 4 pp. July 1942.

UNITED STATES DEPARTMENT OF LABOR

FRANCES PERKINS, *Secretary*

CHILDREN'S BUREAU — Katharine F. Lenroot, *Chief*

Folder 30.

U. S. GOVERNMENT PRINTING OFFICE: 1944
WASHINGTON, D. C.

STANDARDS FOR MATERNITY CARE AND EMPLOYMENT OF MOTHERS IN INDUSTRY

Prepared by THE CHILDREN'S BUREAU AND THE WOMEN'S BUREAU OF THE U. S. DEPARTMENT OF LABOR, *in consultation with--*

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GENERAL STATEMENT

With increased employment of women in industry, the problem of protection of the pregnant woman and her child has become more urgent. Many inquiries have come to the Women's Bureau and to the Children's Bureau from a variety of sources, such as employers, workers, and health departments, concerning the types of work suitable for pregnant women and the policy of maternity leave. The labor situation in this country does not necessitate the recruitment or employment of pregnant women or women with infants. A woman who is expecting a child should give first consideration to her own health and to plans for safeguarding the health and care of the child. Because some women who are pregnant or who have young children may find it necessary to work, the following statement of policy has been formulated to serve as a working basis for those concerned with this problem. It is recognized as a general policy that provisions for maternity care and leave should not jeopardize the woman's job nor her seniority privileges.

EMPLOYMENT POLICIES AND CARE FOR PREGNANT WOMEN

These recommendations are based on the premise that to safeguard the pregnant women who works certain special provisions should be made. She should have opportunity for adequate prenatal care. She needs sufficient time off before delivery to allow her to be in a rested state at the time of delivery and to prevent undue strain in the latter part of pregnancy. If she is employed in certain occupations that involve hazards or strain, or if complications of pregnancy occur, she needs special consideration. It is not possible to lay down hard and fast rules that will fit every situation. The wide variation in general physical condition and in the amount of home duties performed outside working hours necessitates some individualization of arrangements for maternity leave and protection.

The following general recommendations are made as a guide:

1. Facilities for adequate prenatal medical care should be readily available for all employed pregnant women; and arrangements should be made by those responsible for providing prenatal care, so that every woman would have access to such care. Local health departments should make available to industrial plants the services of prenatal clinics; and the personnel management or physicians and nurses within the plant should make available to employees information about the importance of such services and where they can be obtained.

2. Pregnant women should not be employed on a shift including the hours between 12 midnight and 6 a.m. Pregnant women should not be employed more than 8 hours a day nor more than 48 hours per week, and it is desirable that their hours of work be limited to not more than 40 hours per week.

3. Every woman, especially a pregnant woman, should have at least two 10-minute rest periods

during her work shift, for which adequate facilities for resting and an opportunity for securing nourishing food should be provided.

4. It is not considered desirable for pregnant women to be employed in the following types of occupation, and they should, if possible, be transferred to lighter and more sedentary work.

a. Occupations that involve heavy lifting or other heavy work.

b. Occupations involving continuous standing and moving about.

5. Pregnant women should not be employed in the following types of work during any period of pregnancy, but should be transferred to less hazardous types of work.

a. Occupations that require a good sense of bodily balance, such as work performed on scaffolds or stepladders and occupations in which the accident risk is characterized by accidents causing severe injury, such as operation of punch presses, power-driven woodworking machines, or other machines having a point-of-operation hazard.

b. Occupations involving exposure to toxic substances considered to be extra hazardous during pregnancy, such as:

Aniline.
Benzol and toluol.
Carbon disulphide.
Carbon monoxide.
Chlorinated hydrocarbons.
Lead and its compounds.
Mercury and its compounds.
Nitrobenzol and other nitro compounds of benzol and its homologs.
Phosphorus.
Radioactive substances and X-rays.
Turpentine.
Other toxic substances that exert an injurious effect upon the blood forming organs, the liver, or the kidneys.

Because these substances may exert a harmful influence upon the course of pregnancy, may lead to its premature termination, or may

injure the fetus, the maintenance of air concentrations within the so-called "maximum permissible limits" of State codes, is not, in itself, sufficient assurance of a safe working condition for the pregnant woman. Pregnant women should be transferred from workrooms in which any of these substances are used or produced in any significant quantity.

6. A minimum of 6 weeks' leave *before* delivery should be granted, on presentation of a medical certificate of the expected date of confinement.

7. At any time during pregnancy a woman should be granted a reasonable amount of additional leave on presentation of a certificate from the attending physician to the effect that complications of pregnancy have made continuing employment prejudicial to her health or to the health of the child.

EMPLOYMENT POLICIES AND CARE FOR THE MOTHER AND INFANT AFTER DELIVERY

To safeguard the mother's health she should be granted sufficient time off after delivery to return to normal and to regain her strength. The infant needs her care, especially during the first year of life. If it is essential that she return to work, the following recommendations are made:

1. All women should be granted an extension of at least 2 months' leave of absence after delivery.

2. Should complications of delivery or of the postpartum period develop, a woman should be granted a reasonable amount of additional leave beyond 2 months following delivery, on presentation of a certificate to this effect from the attending physician.

July 1942

ADVANCE RELEASE ADVANCE RELEASE

NB-3135

OFFICE OF WAR INFORMATION

ADVANCE RELEASE:
Not to be used by Press or Radio Before
2:00 P.M. EWT, Wednesday, April 18, 1945

Four British and four American war workers representing labor unions of their respective countries will spend a week in Washington beginning today, conferring with Government officials and labor leaders as part of an exchange of visits between the two Allies, the Office of War Information announced today. The American women have just returned from an eight-week tour of Great Britain where they observed war industries, Government departments, rest homes, nurseries and hostels and met with British war workers.

The British women war workers will make a similar trip in this country, leaving Washington April 25, each accompanying one of the American women to her home city to visit war plants and discuss labor problems with union officials and industrial and civic leaders. Then each will make an extensive tour of different parts of the country for similar observations, assisted in each city by local and regional officials of the War Production Board.

In Washington, they will attend important dinners and luncheons, and confer with members of Congress, labor leaders, and Government officials concerned with labor and war production.

The trips of the British and American women are part of an exchange to aid the two countries in understanding each other's common war-production and labor problems and are jointly sponsored by the War Production Board, the British Ministry of Information, and the Overseas Branch of the Office of War Information. The women were selected to make the trips by their respective union organizations.

Tonight they will be guests at a dinner given by Secretary of Labor Frances Perkins, which will be attended by members of Congress, labor leaders, and Government officials concerned with labor and war production. It will be held at 7 o'clock in the Congressional Room of the Statler Hotel.

At 10 A.M. Thursday, the American women will confer with officials of the Women's Bureau and the Children's Bureau of the U. S. Department of Labor. The British women will meet John L. Lewis, President of the United Mine Workers, in his headquarters.

The Congress of Industrial Organizations will give a luncheon for both the British and American women in the Jefferson Room of the Mayflower Hotel at 1 P.M. They will confer with Lord Halifax at the British Embassy at 4 P.M. and attend a reception given by him there at 4:45.

On Friday at 10 A.M., they will confer with officials of the Women's Bureau and the Children's Bureau.

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The American Federation of Labor will give a luncheon for them at 1 P.M. at the Hamilton Hotel.

On Saturday they will confer with Miss Frieda Miller, Chief of the Women's Bureau, at 2 P.M.

The group will spend Monday observing both houses of Congress. They will be guests of Mrs. Mary T. Norton, Congresswoman from New Jersey and Chairman of the House Committee on Labor, at a luncheon to meet the women members of Congress on Tuesday.

The British women are: Miss Barbara Bates, of Manchester, representing the National Union of General and Municipal Workers; Miss Edith Maycock, of Kettering, representing the Tailors and Garment Workers Union; Miss Mary Jane Brodie, of Edinburgh, representing the Electrical Trades Union, and Miss Margaret Jennings, of Arnold, Nottinghamshire, representing the Nottingham and District Hosiery Workers Society.

The American women are Mrs. Grace E. Blackett, of Detroit, representing the United Auto Workers, C.I.O.; Miss Anne Murkovich, of Reading, Pa., representing the American Federation of Hosiery Workers, Textile Union, C.I.O.; Mrs. Julia O'Connor Parker, of Boston, representing the International Brotherhood of Electrical Workers, A.F.L.; and Mrs. Maida Stewart Springer, of Brooklyn, representing the Plastic Button and Novelty Workers Union, International Ladies' Garment Workers Union, A.F.L.

Arrangements for visits of the British women to the various war production plants in each city will be handled by the regional or local representatives of the Office of Labor Production, War Production Board. Their itineraries follow.

Miss Edith Maycock will be in New York April 26 -- May 4; Bridgeport, Conn., May 4 and 5; Providence, R.I., May 5 -- 7; Boston, Mass., May 7; Lawrence, Mass., May 7 and 8; Buffalo, N.Y., May 9 -- 12; Cleveland, Ohio, May 12--16; Painesville, Ohio and Akron, Ohio, May 17; Louisville, Ky., May 18 -- 21; and Pittsburgh, Pa., May 22 -- 25.

Miss Mary Jane Brodie will be in Boston, Mass., April 26 -- May 3; Seattle, Wash., May 8 -- 10; Portland, Ore., May 11 -- 13; San Francisco, Calif., May 14 -- 16; Los Angeles, Calif., May 17 -- 20; Wichita, Kansas, May 22 -- May 24.

Miss Margaret Jennings will be in Reading, Pa., April 26 -- May 3; Philadelphia, Pa., May 3 -- 7; Danville, Va., May 8 and 9; Sheffield, Ala., May 10 -- 13; Florence, Ala., May 13; Birmingham, Ala., May 13 -- 15; Shreveport, La., May 16; Dallas, Texas, May 17 and 18; Ft. Worth, Texas, May 19 and 20; St. Louis, Mo., May 21 -- May 24.

Miss Barbara Bates will be in Detroit, Mich., April 26 -- May 6; Kenosha, Wis., May 7 -- 9; Milwaukee, Wis., May 9 -- 11; Minneapolis, Minn., May 12 -- 14; Omaha, Nebr., May 15 -- 16; Des Moines, Iowa, May 16 and 17; Chicago, Ill.; May 18 -- 23; Indianapolis, Ind., May 23 -- 25.

(more)

Background information on the British women follows:

(1) MISS BARBARA BATES is Manchester born and bred. She started work as a clerk but early in her twenties transferred to the engineering side and has made her career there.

Miss Bates was, up to the war, a shop steward in an engineering plant. Now she is a general organizer for the National Union of General Municipal Workers. She visits, from the Manchester office of the union different plants in the Lancashire and Cashire area, taking a new assignment each day, to recruit the women personnel into the union.

It is her task to help new workers learn about the trade union machinery - the correct procedure in settling differences and calling for arbitration.

Miss Bates has had a good opportunity to study the problems of large scale dilution of labor. She finds that the temporary workers who have come in to help during the war have settled down very well and that they now form a most valuable part of the staff of all war plants that she has visited.

The most successful of the shop stewards, for instance, are, she says, many of them the older married women who have returned to industry for the duration.

Miss Bates has worked in the union movement for many years. In 1936 she won the Gertrude Tuckwell Prize given for outstanding work by a woman in the industrial field. At that time she was organizing the women workers at the Parkinson Works, where she was a mechanical inspector.

She lives with her parents just outside Manchester and commutes daily to her office.

She is most anxious to see union work in the engineering world in the United States and particularly in the large war plants and she has, she says, a great many queries to put to American war workers about their experiences in union organization.

(2) MISS MARY JANE BRODIE is a 29 year-old Scot.

Miss Brodie belongs to the Electrical Trades Union and is a shop steward with Bruce Peebles and Co. at Edinburg. She is responsible for the work of some 200 girls and also represents their interests in electrical matters.

She lives with her father (a dock laborer and trade union member) and mother and two sisters who are also on war work. She has four brothers, equally divided between engineering and the Army.

Trade union meetings, locally, take place once a week. For the national meetings, Miss Brodie has leave. Local meetings are in the evening after work; one evening a week is devoted to the make and mend" class, organized at a night school. "That's on our early night off", Miss Brodie says. "On Wednesday I am off at 5:30. Other days of course it is 8 o'clock." Miss Brodie gets up at six to be at her work on time.

The factory has a 51 hour week. This, Miss Brodie says, is nothing like it was after Dunkerque." In those dark days they worked seven days a week, twelve hours (or night shift) for six months without a complaint. "And there wasn't any grumbling either" she says.

Blackout conditions often make work harder. The new dim-out is a great relief.

Sixty per cent dilution of labor has not made Miss Brodie's job any easier. She had to train rawhands - "but they learnt quickly and now they are as good as the old ones."

Her trip to the States is a dream come true. "You see" she says "we have a Canadian and a woman who lived a long time in the States at our works and they've told us so much about the kitchens over there that that's one of the things I've always wanted to see." She is anxious to see the General Electric Co. and the Ford Motor Works. She is personally interested in life on the other side of the Atlantic too; after the war she plans to marry a Canadian soldier, now fighting in Italy, and she wants to see the new world that will be her home one day.

Miss Brodie is a keen trade unionist and wants to learn all about the way things are run "over there."

(3) MISS MARGARET JENNINGS belongs to a family of stockingers, with a reputation some generations old. Her father, Albert Jennings, worked in the States, in Philadelphia, on the then-new machines. That was in the 1910's. Her mother was in the industry too and so were her two brothers, now in the R.A.F.

Miss Jennings has two interests; her work and the trades union movement. She works as a linker with Allen and Solly's at Arnold, near Nottingham. Her hours are 8 A.M. until 6 P.M. The stocking trade has been much simplified during the war - most utility stockings are not fully fashioned and the trade has suffered a good deal from the calling up of skilled hands for munitions work.

"We were working at one time as much as 54 hours a week" Miss Jennings said. "At such close work it was too long for the best production."

Miss Jennings is well known in the trade-union movement. She is Vice-President of the Nottingham and District Hosiery Workers Society.

"We meet on Tuesday evenings now" she says. "That means a walk of four miles back from Nottingham to Arnold, as the buses stop at nine now because of the fuel rationing."

"We meet on Sundays too - and again there is the transport problem."

"My firm is very good; they give me time off to visit neighboring factories to learn what's going on."

Miss Jennings is anxious to attend union and shop meetings in America and to discuss the progress of the movement. "We have equal representation on our committees now - six men and six women" she says. "And we manage to put our points successfully too."

Miss Jennings is well in the history of her industry and also of Nottingham and the surrounding hosiery districts. This is the place the first hand hosiery frame was used. "There are such pretty girls in the hosiery making" she will tell you, and will speak of the neatness of the movements required and the tradition of the industry. "You can't make a good hosiery worker in a day" she says. "It's an art and you have to begin early."

(4) MISS EDITH MAYCOCK works at Kettering. She is with the firm of Wallis and Linnell and belongs to the Tailors and Garment Workers Union.

She is an alteration hand. "Our factory" she says "should be well known to Americans. The Americans have come to Kettering in this war and we exported Harris tweeds to the States for many years.

Now the plant is turned over to war work. They make battledress, uniforms, dresses for Red Cross Nurses, for ATS and WAAF's, drill for tropical wear, jungle suits, and many other military items. Some civilian wear is made too - along utility and austerity lines.

This plant has 50 per cent dilution of labor and older women have returned to work here, as elsewhere, for the duration of the war.

Miss Maycock was vice-chairman of her union and she is active in trade union organization. In the evenings, local meetings are arranged. For London and general meetings, she arranges with her employers to take the journey.

Miss Maycock has worked with several firms in the Kettering district, and knows the plants from experience and a great deal about the problems of works administration and the welfare side of things.

She cycles to work in the morning (and hers is a 48-hour week) and does all her own shopping and housekeeping - without taking off one single hour for this. She has, by the way, the highest praises for the British working woman who looks after a family and puts in a full day or even a half day at a factory.

During the worst blitz period, Kettering and district was a reception area for evacuated children. When they arrived many of them were found to be without sufficiently warm clothing.

Kettering, famous for its tailors, set to work. At Miss Maycock's instigation, volunteers from her factory volunteered to give up two nights a week to making the needed clothes. They borrowed a schoolroom suitably equipped with tables and sewing machines, from a local technical school. They begged lengths of cloth and remnants from their employers. They pressed the cutter into service and, finding the work too much for one pair of shears, called for volunteers from his own workrooms. The entire cutting staff came forward and Miss Maycock reports, "We all worked very hard and it was done. It was all done by members of our union."

Miss Maycock is very happy about the American visit. She has met members of the International Ladies Garment Workers Union (A.F.L.) and the Amalgamated Clothing Workers of America (C.I.O.) when they have come to Britain. She is herself a speaker of some experience of large trade union meetings and she has formulated her views on the conduct of shops and shop meetings. So her opinions and knowledge should be of interest to her American counterparts and she knows that, in her turn, she will have a very great deal to ask them.

(over)

Background information on the American women follows:

(1) MRS. JULIA O'CONNOR PARKER, who lives in Boston, and had been a member of the International Brotherhood of Electrical Workers (A.F.L.) for many years, has been prominent in representing labor. She has visited Europe three times on other labor missions. For 20 years she was president of the Telephone Operators Department, IBEW. Her husband, Charles A. Parker, is a statehouse reporter for the Boston Traveler.

(2) MRS. MAIDA STEWART SPRINGER lives at 730-A Macon Street, Brooklyn. She joined the ILGWU a dozen years ago, and for the last two years has been educational director of the Plastic Workers Union, Local 132, ILGWU. Her husband, Owen, is a welder in a shipyard. They have a son, Eric, aged 15. Crediting the ILGWU with breaking down for her the economic barrier of color, Mrs. Springer said:

"Belonging to the union gave me the same kind of chance everybody else had. I don't think I could work hard enough or do enough to compensate for all this."

(3) MISS ANNE MURKOVICH lives in Reading, Pa. As a worker for the Phoenix Hosiery Co., in Milwaukee, Wis., she joined Branch 16, American Federation of Hosiery Workers, Textile Union, C.I.O., in 1932. Because of her interest in union activities and labor problems, the union sent her to the summer school of the University of Wisconsin to study labor economics. She now represents the American Federal of Hosiery Workers in negotiations with employers on matters concerning the seamless division of the hosiery industry in Reading and surrounding communities that are working on war contracts.

(4) MRS. GRACE E. BLACKETT is a member of Local No. 50, United Auto Workers, C.I.O., at the Ford Willow Run plant, and is an international representative of her union with headquarters in Chicago. She was a major assembler in aircraft producting at Willow Run until she was granted leave of absence at the request of U.A.W.-C.I.O., which she now represents on problems affecting women in industry. She was recently elected national chairman of the Women's Committee of the U.A.W.-C.I.O.

End of ADVANCE RELEASE: Not to be Used by Press or Radio Before 3:00 P.M. EWT, Wednesday, April 18, 1945.

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April 3, 1945

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

Miss Mary Taccone, Ass't Director
Department of Woolen & Worsted Workers
Textile Workers of America, United
575-A Essex Street
Lawrence, Mass.

Dear Miss Taccone:

Miss Frieda Miller of the Women's Bureau has told us that you plan to attend a conference of key union women which she is arranging for April 19 and 20 in Washington. Our Bureau would like very much to take advantage of your visit here to get the benefit of your counsel on problems of children of union members and on labor and Government programs in their behalf.

After consulting Miss Miller, I am therefore writing to you and to the other union women invited to that conference to ask whether each of you can come to Washingto to review these vital matters with us the morning of April 18.

The specific problems and programs which we would like to explore with the whole group are: (1) Young workers and their educational and job possibilities after the war; (2) Day care of children of working mothers; (3) Health of mothers and children; (4) Community services for children and youth. We hope that there will emerge from these discussions recommendations on what the Children's Bureau should do to cooperate with the unions in these fields and what the unions themselves might undertake to do for children.

We, in the Children's Bureau, are greatly impressed with the responsibility many unions have assumed during the war years in the general field of social problems and the more specific fields of child health and welfare. The conference I am propsoing at that time should be extremely helpful in shaping future developments in these areas of mutual interest.

May we count on your being with us at 10 a.m., April 18? Our sessions will be held in Room 3135, U. S. Department of Labor Building, 14th and Constitution Avenue. The $6 per diem would, of course, extend over the full period of the conference.

I am sure you are familiar with the work of this Bureau, but you may be interested in looking over the enclosed summary of our present activities.

Sincerely yours,

Katharine F. Lenroot
Chief

Union Provisions for Maternity Leave for Women Members



No. 3—Union Series
1945

U. S. DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
WOMEN'S BUREAU
Frieda S. Miller, *Director*

Have War Industry Unions Secured Maternity Leave for Women Members?

A Study Made by the Women's Bureau in War Industry Unions in a Midwest Area Shows:

Only 5 out of 92 contracts had specific maternity-leave provisions.

Length of leave—

Varied according to individual need.
Usual maximum—1 year.

Over two-thirds of the contracts had provisions for illness or other good cause, but there was no contract guarantee that these provisions could cover maternity.

In most local unions no attention had been given to this question, and in some plants women were discharged when pregnancy became known.

A Maternity Clause in Your Union Contract? A Wise Maternity Policy in Your Plant?

Unions Recognizing the Need for Contract Provisions and Making Demands for Good Plant Policies

Many union representatives have expressed interest in securing protection for their women members, indicating that they intend to request maternity-leave clauses in new contracts and sound plant policies in the future.

The United Electrical Workers of America, C. I. O., which has over 200,000 women members, has as its present policy the inclusion of maternity clauses in all new contracts.

The United Automobile Workers, C. I. O., has recommended to its locals model maternity contract clauses which will safeguard the woman's health and her job.

The Need—

1. To protect the health of the mother and child.
2. To protect the expectant mother against discharge and to protect her right to return to her job.
3. To see that women retain their seniority and are not penalized when they have babies.
4. To see that there is a good maternity policy in every plant where women are employed.

What Women Can Do—

1. Read your union contract and know what is in it.
2. Talk with your union officers—if there is no maternity clause in your contract—about getting one in the next contract.
3. Ask your bargaining committee to request the company to adopt a sound maternity policy in the plant.
4. Be willing to accept responsibility and encourage your fellow women workers to serve on committees or to run for office so that these and other women's problems can be presented by women.

A Maternity Clause in Your Union Contract? A Wise Maternity Policy in Your Plant?

What the Women's Bureau Recommends

Pregnancy shall not be grounds for dismissal of any woman employee. If the work in which such employee is customarily engaged is, in the opinion of her physician, rendered difficult or dangerous because of her condition, the company shall, upon receipt of such physician's written statement, transfer her to suitable work.

Any woman employee who is pregnant shall, upon presentation of doctor's certificate stating the probable date of her confinement, be granted maternity leave of not less than 6 weeks before delivery and 2 months after delivery. Additional leave up to a total of 1 year shall be granted at such employee's request, upon presentation of a doctor's certificate stating the necessity therefor. Any woman employee who is absent from work on maternity leave shall continue to accumulate seniority during the first 3½ months of her absence and thereafter shall retain her full seniority until the expiration of 1 year from date of leaving. At such employee's written request, all unused sick leave allowance with pay in both the current and preceding years, and all or any part of her current unused vacation allowance with pay, shall be charged to maternity leave and compensation accordingly shall be paid to her at the beginning of leave.

Any woman employee absent on maternity leave shall, upon returning to work, be returned to her former job at a rate of pay not less than currently paid on the job at which she was formerly employed; or if such work is not available or not suitable, she shall be transferred to another job of equivalent value, providing that such transfer shall not be made against her consent and shall not involve work for which she is not qualified.

U. S. GOVERNMENT PRINTING OFFICE 16—43507-1

Seniority Status of Women in Unions in War Plants



No. 1—Union Series

1945

U. S. DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
WOMEN'S BUREAU
Frieda S. Miller, *Director*

Over 7,000,000 women have been added to the labor force during the war period.

Of the 2,000,000 who have gone into war plants, large numbers have joined unions as new members.

Some of these women now have security of employment on an equal basis with men—others have not. They have requested information from the Women's Bureau which will be helpful to them in their efforts to secure better protection.

The Women's Bureau interviewed representatives of about 200,000 A. F. of L. and C. I. O. union members, of whom 75,000 were women, in a large war industry area in the Midwest, to secure facts as to the union status, benefits, and problems of women in unions.

Information was collected by examination of union contracts, and by interviews with representatives of international unions and officers of local unions.

These are facts women union members should know

Are women union members given the same guarantee of jobs that men are given in union contracts?

What seniority provisions are made in most contracts?

Do married women have the same protection that single women have?

Do unions plan to help women who may be forced to return to low-paying service trades because they lack seniority to hold their present war jobs?

What can women do to get equal seniority and equal pay?

Do unions that have women on bargaining, grievance, and shop committees have better seniority protection for their women members?

These are questions women union members are asking

Union Seniority Provisions

● **Seniority Provisions Affecting Women**

Same seniority for men and women—
Found in over four-fifths of contracts.

Separate seniority for women—
Found in one-fifth of contracts.

Discriminatory lay-off of married women—
Found in only 2 out of 92 contracts.

● **Women's Activity as Related to Seniority**

In plants where no women were on bargaining, grievance, or shop committee—

Separate seniority for women found in three-fourths of contracts.

● **Seniority by Unit**

Plant wide—Found in four-fifths of contracts.

By department or division—Found in one-fifth of contracts.

In one-sixth of contracts seniority was also by occupation or group.

● **Do Women Ask Special Privileges?**

The majority of the women *did not want* to have special privileges or to hold on to their jobs if veterans return to claim them.

BUT the majority *did want* the same seniority protection that men have so that they may expect fair treatment and not be discriminated against because of sex.

● **Will All Women Who Want To Work Have Jobs After the War?**

Men and women officers and leaders in most locals said—

The union will stand back of the general seniority list for both men and women which is provided in most union contracts.

Women will have equal protection with men, and returning veterans will displace men as well as women who have less seniority.

BUT in many locals officers said—

The majority of women have not accumulated enough seniority to retain their jobs if plants reduce output and return to one shift instead of two or three.

For example, in one case—
a provision in the contract will mean that of 3,000 women employed on wartime jobs, only 600 who were employed on "women's jobs" before the war will have seniority rights after the war.

What Union Members Say

WOMEN SAY—We have the same seniority as men . . . The union officers will try to protect women's interests . . . The men have fought hard for the women . . . The women themselves do not question separate seniority or ask that the contract provision be changed . . .

Men have seniority on jobs just because they are men . . . The company and union reached an agreement to give men preference . . . There is an understanding that no women will be hired if a man is available . . . The men opposed the demands of the women for equal seniority and equal pay, but the women fought for them and won out.

MEN SAY—Male and female classifications with separate seniority for women were established when we organized the plant and we were not able to get this changed. But in the next contract this will be eliminated . . . Women have the same seniority rights as men . . . We opposed the company when they made the effort to put women on new jobs at a "female rate" which was lower than men's . . .

Women should go back to the home . . . Women should go back to women's jobs . . . Women should go out first, regardless of seniority, when the cut comes . . . We do not want women on machines after the war . . . Women should go back on the sewing jobs in the women's department . . . All married women should quit work after the war . . .

What Unions Are Doing and What Women Members Can Do

1. Women can accept more responsibility, work together with other women, and select the best women representatives to run for office and serve on committees.
2. Women can see that any special problems of women get attention in their locals. In some places unions have held special conferences on women's problems. One of the large international unions recently called a national conference of women members to discuss such problems as equal pay, seniority, rest periods, child care, etc.
3. Women can start now to ask their State and city organizing committees to launch drives to organize the service trades where many women who have not enough seniority to retain their war jobs will seek employment after the war.
4. Women can support the union's post-war plans which call for 60,000,000 jobs so that there will be a job for every man and woman who wants to work.

16—43505-1

Standards for Union Contract Seniority Clauses

Because seniority clauses in many union contracts have not given equal protection to women, the Women's Bureau, in February 1944, called a conference of leading trade-union women, both A. F. of L. and C. I. O. They discussed and agreed on the standards which the Bureau recommends. They urged that work should be done to *eliminate from contracts* the type of clause that restricts to the period of emergency women's right to bid on men's jobs; and that provides that in case of lay-offs when the manpower shortage no longer exists, women shall be laid off first and shall not have the right to bump any male operator.

Seniority Clause Recommended by the Women's Bureau

Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for upgrading in the same department or for assignment to jobs in other departments.

A full report of the union survey is in preparation by the Women's Bureau.

16—43505-1 GPO

OBJECTIVES FOR STATE EQUAL PAY LEGISLATION RECOMMENDED BY WOMEN'S BUREAU CONFERENCE ON RATE FOR THE JOB

On March 17, 1945, the Women's Bureau called a conference on Rate for the Job with representatives of labor, industry, and State labor departments. The conference discussed the problems involved in obtaining the rate for the job for women and how State legislation could be drafted and what provisions should be incorporated in legislation.

The following principles were agreed on:

1. Prohibit sex discrimination following a method similar to that of the New York law.

2. Cover situations where women replace men, where men and women are employed on comparable jobs, and employment of women in so-called women's jobs or women's departments where the differential is of recent origin.

3. Be applicable to employers with multiple plants but not attempt to attain uniformity throughout an industry.

4. Be applicable to all occupations in which women are employed, not merely manufacturing, and not limited by size of establishments.

5. Give the agency specific powers of inspection and enforcement, including express subpoena power.

6. Give the agency broad and flexible powers of administration which would include holding of administrative hearings, ordering the employer to make wage restitution and to take such other affirmative action as may be desirable. Agency should not set rates. An advisory committee recommended but not to be specified in the law.

7. Safeguard worker's right to bring a complaint and to testify in a proceeding; provide a penalty against the employer for discriminating against a worker who presses his case.

March 9, 1945

NATIONAL WAR LABOR BOARD "EQUAL PAY" POLICY

as Stated in General Order No. 16 and Leading Cases

I. General Order No. 16.

On November 24, 1942 the Board issued General Order No. 16 to permit employers to equalize without Board approval wage and salary rates paid to females with the same rates paid to males for similar work. The Order reads:

> "Adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and adjustments in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that: (1) Such adjustments shall be subject to the Board's ultimate power of review, but any modification or reversal thereof will not be retroactive; (2) Such adjustments shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings."

II. Interpretation No. 1 to General Order No. 16.

Wage adjustments required by State statutes which prohibit wage discrimination between the sexes are "adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations" within the meaning of General Order No. 16, and may be made without approval of the National War Labor Board.

III. Application of WLB "Equal Pay" Principle: (as stated in WLB Research and Statistics Report No. 29, Part II, February, 1945)

A. Assistance of men required:

In the Norman Hoffman Bearings Case (No. 120) the union claimed that women were being paid less than the men they replaced. The Company said that it was willing to pay equal wages to women where they take the place of men and fully perform the tasks now performed by men. The Board directed:

> "When women take the places of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced. When, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of machines, a recognized differential based on time studies shall be established. If the union deems the differential to be improper, the question shall be disposed of under grievance procedure."

B. Lower production performance standards for women:

"The Board has commonly stressed that the equal pay for equal work dictum carries the requirement that the work be genuinely equal in quantity and quality. In the General Motors Case the Board stated:

> "The quantity and quality of production must also be considered. Female employees assigned to an operation which has been or which is performed by men should receive the same pay when they produce the same quality and quantity of output. Any differential which results in lower pay to women under such circumstances would be discriminatory. On the other hand where lower production or performance standards must be established for women an adjustment of wage rates is compatible with equal pay for equal work."

C. Extra labor costs:

Although the Board has pointed out that equal pay for equal work requires a work output of comparable quantity and quality it has at the same time noted that changes made in the job for women do not automatically sanction reduction of rates. While recognizing that the employment of women workers may entail extra supervision, extra set-up men, and extra carry-off men, the Board stated further in the General Motors Case that:

> "Extra labor costs can be computed in these circumstances and can be given pro-rata weight in establishing an equitable rate of pay for the female workers. Such an adjustment of rates is in line with the equal pay for equal work principle where it is necessary to prevent an increase in unit labor costs. On the other hand, such a division of work and specialization of tasks may frequently be made without increasing labor costs even though the female employees continue to receive the established rate for the operation. In such cases there is no sound basis for setting a differential rate against the female employee. Such division of tasks has often been used on jobs manned by male employees as a means of reducing unit costs while maintaining hourly rates. There are sound reasons therefore for guarding against the use of the procedure to cut women's rates under such circumstances."

C. Job Content:

The Board has denied that there are male and female jobs. It has insisted that jobs be defined in terms of content. In the Bendix Aviation Corporation Case No. 2941-D female classifications for jobs had been set up according to a contract agreement that female classifications were standard in certain departments unless changed by agreement between the parties. The union, now seeking to change the contract, alleged that this agreement based upon prewar conditions has created a condition in which there is at present a differential of as much as 25¢ per hour between male and female employees doing comparable work. It protested that the Company was establishing new female classifications for jobs now performed by men at lower rates than are now being paid to the men. The Board ordered a reevaluation of existing wage structure, directing that these classifications should be based on job content and should not be divided into male and female. It was further stated that the rates for each type of job should be made available to every employee on the job.

IV. Selected Cases Illustrating Other Modications of WLB Equal Pay Principle.

A. Rest periods for women:

On jobs where men and women do similar work, an allowance of 5¢ an hour is made for rest periods allowed women totaling 20 minutes on each 8-hour shift. (Bendix Products Division and UAW-CIO, October 25, 1943.)

B. Historical Differentials:

Rates for women's jobs, especially when established by collective bargaining, are presumed to be correct in relation to other jobs in the plant. Question involves intra-plant inequities, "not equal pay". (Rotary Cut Box Shook Industry and Lumber Unions CIO and A. F. of L., Dec. 7, 1943.)

C. Men on women's jobs:

Where men are placed on jobs which are either formally classified as "women's jobs" or which are usually filled by women, and are paid a higher rate, women's rates on such jobs may not be raised to rates paid men. (Armstrong Cork Co. (Milville, N. J.) CIO Glass, Ceramic, & Silica Sand Worker, Jan. 1943.)

Men replacing women on women's work are entitled to retain men's rate because "more valuable" to employer, even though no change in job content. (Nash Kelvinator Corp. (Lansing, Mich.) CIO, Jan. 1945.)

D. Inter-plant differences:

Wage rates of women in one plant may not be equalized with wage rates of men in another plant; "equal pay" principle is intended to apply only between workers within a given plant. (Diamond Match Corp., Lumber & Sawmill Workers, A. F. of L., Dec. 18, 1943.)

Dupl. invitations
copies of -
(not all here)

March 16, 1945

Mr. Edward J. Brown, President
International Brotherhood of Electrical Workers of America, AFL
~~American Federation of Labor~~
1200 - 15th St., N. W.,
Washington, D. C.

My dear Mr. Brown:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the group of women trade union representatives of the United States who have been to England and the British trade union representatives who are to return with them. Arrangements have already been made for the entire group to spend part of the time they will be in Washington at the conference and to attend a banquet which is being arranged by the Women's Bureau and Children's Bureau. Since Mrs. Julia Parker of the International Brotherhood of Electrical Workers of America is a member of the United States women's delegation we would very much like to have her serve also as a member of this conference. We would deeply appreciate it if you, as executive officer of your union, would assign her to represent the Electrical Workers.

For your information, I will forward an agenda and further details about the conference a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/eh

March 13, 1945.

Mr. Sal B. Hoffman, President
Upholsterers' International Union of North America
American Federation of Labor,
2812 N. Broad St.,
Philadelphia, Pa.

My dear Mr. Hoffman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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I am writing to ask if you as the executive officer of your international union will numinate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 13, 1945.

Mr. S. H. Dalrymple, President,
United Rubber Workers of America,
Congress of Industrial Organizations,
503 United Building,
Akron, Ohio

My dear Mr. Dalrymple:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller, Director.

FSM/MB/nb

March 13, 1945.

Mr. Frank McGrath, President
United Shoe Workers of America,
Congress of Industrial Organizations,
917 - 15th St., N. W.,
Washington, D. C.

My dear Mr. McGrath:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union woman will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible, as to the name you wish to propose. We will write her directly, then giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller, Director.

FSM/MB/nb

March 13, 1945.

Miss Justine Seeman, Chairman,
Women's Committee,
Marine and Shipbuilding Workers of America,
Congress of Industrial Organizations,
Jersey City 6, N. J.

My dear Miss Seeman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I hope very much that you can attend this conference to represent the Marine and Shipbuilding Workers. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me know if you can come we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 13, 1945.

Miss Elisabeth Christman, Secretary-Treasurer
National Women's Trade Union League,
317 Machinists Building,
Washington 1, D. C.

My dear Miss Christman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women to a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the National Women's Trade Union League. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Sidney Hillman, President,
Amalgamated Clothing Workers of America,
Congress of Industrial Organizations,
15 Union Square,
New York City, N. Y.

My dear Mr. Hillman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the programs, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to invite Mrs. Bellanca, who has served the Bureau in the capacity of consultant and as a member of our advisory committee. In view of the extremely low wage scale in the service trades and the fact that many women from the war industries will necessarily seek employment in this field after the war, we feel that some attention should be given in the conference to these problems. I would like to invite a representative of the organized laundry industry and to have you nominate a woman leader from the Amalgamated Laundry Division. Traveling expenses will be paid by the Women's Bureau and also a $6 per diem.

I hope very much that Mrs. Bellanca can attend. If you will let us hear from you at your earliest convenience we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Walter Reuther
Mr. ~~R. J. Thomas~~, President,
United Automobile, Aircraft & Agricultural
Implement Workers of America,
411 W. Milwaukee,
Detroit, Michigan.

My dear Mr. Thomas:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

We would like, if this meets with your approval, to invite Mrs. Jeffrey. The expense of travel and a $6 per diem for the two days will be paid by the Women's Bureau.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference. Since Mrs. Grace Blackett will be with the group returning from England we will expect her also to represent the U. A. W. A.

As soon as we hear from you we will forward further details and the exact date of the conference, directly to Mrs. Jeffrey.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Grant W. Oakes, President,
United Farm Equipment & Metal Workers of America,
Congress of Industrial Organizations,
138 W. Randolph St.,
Chicago 1, Illinois

My dear Mr. Oakes:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask that you, as executive officer of your international union, nominate a woman leader to represent the U. F. E. W. I had thought of Mrs. Dolores Pinta or someone from the Chicago area. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference. directly to her.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Emil Rieve, President,
Textile Workers Union of America,
Congress of Industrial Organizations,
15 Union Square,
New York 3, N. Y.

My dear Mr. Rieve:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I shall be very glad to invite Miss Elizabeth Nord and hope that she can attend. If that should be impossible will you nominate a substitute woman leader to be invited. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference directly to her.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. John J. Mara,
Boot and Shoe Workers Union,
American Federation of Labor,
246 Summer St.,
Boston 10, Mass.

My dear Mr. Mara:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, "The Reconversion Blueprint for Women", which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Anthony Valente, President,
Textile Workers of America, United
American Federation of Labor,
The Stewart Building,
402 - 6th St., N. W.,
Washington 1, D. C.

My dear Mr. Valente:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you, as executive officer of your union, will nominate a woman leader to be invited to the conference. I have thought of Miss Mary Taconne of your Woolen and Worsted Division, of whom you spoke to Miss Bagwell when she was in your office last week. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference, then directly to her.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB?nb

March 12, 1945.

Mr. Lewis Merrill, President,
United Office & Professional Workers of America, CIO
1860 Broadway
New York 23, N. Y.

My dear Mr. Merrill:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I shall be very glad to invite Evelyn Adler and hope that she can attend. If that should be impossible will you nominate a substitute woman leader to be invited. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference directly to Miss Adler.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mrs. Dorothy Bellanca, Vice President,
Amalgamated Clothing Workers of America,
Congress of Industrial Organizations,
15 Union Square,
New York City, N. Y.

My dear Mrs. Bellanca:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I hope very much that you can attend this conference to represent the Amalgamated. I am writing to Mr. Hillman today about the conference and to ask that he nominate someone from the laundry division as I feel that the service trades should be represented. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let us know if you can come we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. H. A. Bradley, President,
International Chemical Workers Union, AFL
2701 First Central Tower Building,
Akron, Ohio

My dear Mr. Bradley:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Miss Florence Thorne, Director,
Research Department,
American Federation of Labor,
901 Massachusetts Ave., N. W.,
Washington 1, D. C.

My dear Miss Thorne:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the A. F. of L. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Miss Mary Gannon,
National Federation of Telephone Workers,
1334 - 14th St., N. W.,
Washington, D. C.

My dear Miss Gannon:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the National Federation of Telephone Workers. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Miss Josephine Timms, Secretary
American Communications Association, CIO,
1319 F St., N. W. Room 802,
Washington, D. C.

My dear Miss Timms:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the A. C. A. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mrs. Katherine P. Ellickson,
Assistant Director of Research
Congress of Industrial Organizations,
718 Jackson Place,
Washington 6, D. C.

My dear Mrs. Ellickson:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the C. I. O. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller
Director.

FSM/MB/nb

March 10, 1945.

Mr. Donald Henderson, President,
Food, Tobacco, Agricultural and
Allied Workers of America, CIO,
1505 Race St.,
Philadelphia, Pa.

My dear Mr. Henderson:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller, Director.

March 10, 1945.

Mr. Lewis J. Clark, President
United Packinghouse Workers of America, CIO
205 W. Wacker Drive,
Chicago, Illinois.

My dear Mr. Clark:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 10, 1945.

Mr. David J. McDonald, Secretary,
United Steelworkers of America, CIO,
1500 Commonwealth Building,
Pittsburgh, Pa.

My dear Mr. McDonald:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, "The Reconversion Blueprint for Women" which was adopted at a Women's Bureau conference of representatives of 30 National women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title, and address at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. John B. Haggerty
International Brotherhood of Bookbinders, AFL,
901 Massachusetts Ave., N. W.,
Washington 1, D. C.

My dear Mr. Haggerty:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. Harvey W. Brown, President,
International Association of Machinists, AFL
Ninth St., Mt. Vernon Place, N. W.,
Washington 1, D. C.

My dear Mr. Brown:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 10, 1945.

Mr. Edward Flore, President
Hotel and Restaurant Employees' International Alliance
and Bartenders' International League of America, AFL,
422 Sidwell Building,
Buffalo, New York

My dear Mr. Flore:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. Samuel Wolchok, President
United Retail, Wholesale and Department
Store Employees of America ,AFL,
100 West 42nd St.,
New York City, N. Y.

My dear Mr. Wolchok:

I am planning to call together a small group of key women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. Herman Winter, President
Bakery & Confectionary Workers'
International Union of America, AFL
2719 No. Wilton Ave.,
Chicago 14, Illinois.

Dear Mr. Winter:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of these union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller, Director.

March 10, 1945.

Mr. Max Zaritsky, President,
Hatters, Cap ' Millery Workers' International Union,
American Federation of Labor,
245 Fifth Ave.,
New York 16, N. Y.

My dear Mr. Zaritsky:

I am planning to call together a small group of key women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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Sincerely yours,

Frieda S. Miller
Director.

FSM/MB/nb

Acceptances, etc to Union Conf. 4/19-20/45

May 15, 1945

Miss Ann Page
Research Dept.
American Federation of Labor
901 Massachusetts Avenue
Washington, D. C.

My dear Miss Page:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

I am enclosing a copy of the press release and the summary report will be sent to you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

IBEW

May 18, 1945

Mrs. Julia O'Conner Parker
Carteret Hotel
208 West 23rd Street
New York, N. Y.

Dear Mrs. Parker:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that the conference was worth while and that it would be of value to repeat it at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information for the I.B.E.W. I hope that you will send us as much of it as you can.

The press release is enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

IBEW

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Carteret Hotel
208 West 23rd Street
New York, N. Y.

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The press release is enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

May 18, 1945

Mrs. Maida Springer, Educational Director
International Ladies' Garment Workers, Local #32
730A Macon Street
Brooklyn, N. Y.

Dear Mrs. Springer:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:RFM:eh

May 5, 1945

Miss Pauline Newman
International Ladies' Garment Workers, Local 32
Union Health Center
275 - 7th Avenue
New York City, N. Y.

Dear Miss Newman:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:RFN:eh

May 3, 1945

Mrs. Grace Blackett
United Automobile, Aircraft, Agricultural
Implement Workers of America
166 W. Jackson Blvd.
Chicago 4, Illinois

Dear Mrs. Blackett:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller, Director

FSM:MB:eh

May 2, 1945

Miss Anne Murkovich
American Federation of Hosiery Workers
2319 North Broad Street
Philadelphia, Pa.

Dear Miss Murkovich:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

May 2, 1945

Miss Geraldine Shandros
American Communications Association, CIO
Room 802, 1319 F Street, N.W.
Washington, D.C.

Dear Miss Shandros:

We were very sorry that you could not come to the Women's Bureau union conference which was held April 19th and 20th. The results of the conference were of mutual benefit to the Women's Bureau and to the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place and be of value to all union women.

A copy of the press release is enclosed and the summary report of the proceedings will be sent you as soon as it is ready.

I have written to Miss Timms to ask for some general information which we would like to receive from all unions having a large woman membership.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

July 30, 1945

Miss Margaret C. Tate, Business Manager
United Retail Baker Chain Store Employees Union,
Local No. 260
147 West 42nd Street
New York 18, N. Y.

Dear Miss Tate:

Thank you very much for your letter of July 24th and the copies of the union contracts. We are glad to have them for purposes of comparison and for reference as a good many inquiries come to us about the kind of clauses which can be recommended in the different industries and trades. We are of course interested in any contract changes from year to year as they may affect women members.

I notice that the 1943 Macy agreement does not have the Weekly Wage Table which is included in the 1942 agreement. I wonder if you could furnish us with a copy of this or the wage agreement which shows job classifications and rates?

We thought your minimum wage article was very good and are interested to know that you will use the Rate for the Job release also. It will be helpful to know, also, what response you get from your membership from any of the Women's Bureau material which you may be using.

Very sincerely,

Frieda S. Miller
Director

FSM: MBhalt

May 2, 1945

Miss Margaret C. Tate, Business Manager
United Retail Bakery Chain Store Employees Union,
Local No. 260
147 West 42nd Street
New York 18, N. Y.

Dear Miss Tate:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

United Retail Bakery Chain Store Employees Union

LOCAL No. 260

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

ELIZABETH M. SCHMITT
PRESIDENT

147 West 42nd Street - - New York 18, N. Y.
ROOM 525 BRYANT 9-1029

MARGARET C. TATE
BUSINESS MANAGER

427

WOMEN'S BUREAU
2 1945
DEPARTMENT OF LABOR

May 21st, 1945.

Miss. Frieda Miller , Chief.
Women's Bureau,
U.S. Department of Labor.
Washington 25, D.C.

Dear Miss. Miller:

I am enclosing the two questionaires that you sent to me, with as much information that I was able to obtain. In speaking with the locals, I found that they are very anxious to know more about the Women's Bureau and were very helpful in giving information. There are not many Women Presidents in our locals, however, the Executive Boards in almost every local have a predominate number of women, and the committees are also mostly women.

As I receive copies of the agreements from the locals, I will forward them to you. I really believe, that it would be a good idea to call a meeting of all the locals,(Representative from each local) and have an open discussion on these questions. If I can get Mr. Wolchoks permission to call such a meeting, would you have additional questions that you would like to get some data on? If so, would you let me know, as I feel sure that a meeting of this sort would stimulate interest from all the locals in the work of the Women's Bureau.

I received a check from the Treasury Department for reimbursement of expenses while at the Conference. Thankyou very much.

Fraternally Yours,

Margaret C. Tate

Margaret C. Tate
Business Manager

MCT/D

United Retail Bakery Chain Store Employe es Union
LOCAL No. 260
AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS
ELIZABETH M. SCHMITT
PRESIDENT
147 West 42nd Street - - New York 18, N. Y.
ROOM 525
BRYANT 9-1029
MARGARET C. TATE
BUSINESS MANAGER

427

WOMEN'S BUREAU.
APR 1 - 1945
DEPARTMENT OF LABOR

April 13, 1945.

Frieda S. Miller, Director,
U. S. Department of Labor,
Womens Bureau,
Washington 25, D. C.

My dear Miss Miller;-

Your letter of April 10th, with reference to attending the Banuqet on April 18th, and the two day conference on April 19th and 20th, was received.

I have arranged to leave New York on April 17th, and will be in Washington on the 18th. I shall be pleased to attend both the Banquet and the Conference.

I have also received communications from the Childrens Bureau, with reference to attending the conference on April 18th, at 10 A.M. I am planning to arrive in Washington in time to attend this conference also.

Thank you for the transportation requests which I have received.

Looking forward with pleasure to meeting you at the conference.

Very sincerely yours,

Margaret C. Tate

Margaret C. Tate,
Business Manager.

MCT:D

May 22, 1945

Miss Clara L. Stegmann, Representative
International Brotherhood of Bookbinders
Bindery Women's Union Local No.55
St. Louis, Missouri

Dear Miss Stegmann:

The enclosed questionnaire was sent out in the letters to all women who attended the union conference. I suppose that it must have been omitted by mistake from yours.

We will appreciate your sending us this information.

The summary report on the conference proceedings is completed and will be sent you in a few days.

Very sincerely yours,

Frieda S. Miller,
Director

FSM/MB/eh

97

Telephone, CHestnut 8350

Bindery Women's Union Local No. 55

International Brotherhood of Bookbinders

DELLA J. COX
Secretary and Treasurer
616 Title Guaranty Bldg.
Seventh and Chestnut St.

WOMEN'S BUREAU
MAY 19 1945
DEPARTMENT OF LABOR

St. Louis, Mo.
May 18,1945

Miss Freida Miller, Directot,
Women's Bureau
U. S. Department of Labor
Washington 25-D. C.

Dear Miss Miller:-

I am deeply appreciative to be appointed by Mr. John B. Haggerty,President of International Brotherhood of Bookbinders to attend the conference called by the Women's Bureau, U. S. Department of Labor.

We are gratefull to you and your staff of members, for sponsoring and promoting a joint meeting for expanding a Post War Program, to stimulate interest and coordinate, with a diversified group of labor representatives for a better Understanding of the problems confronting the Women workers in the reconversion period.

The program as presented by you as Director of the Women's Bureau, and Miss Lenroot as Director of the Children's Bureau to the Conference of Labor representatives has been of great benefit to us, and we hope it will create a greater interest in Participating in the Women's and Children Bureau of what is being accomplished in your department.

I acknowledge your kind letter and the copy of letter sent to President Haggerty. I have not receive your questionnaire but I want to assure you that you have my full cooperation at all times, and if I may be of any service,kindly let me hear from you.

With all kind personal regards and all good wishes for your success and the Women's Bureau.

Sincerely yours,

Elana L. Stegmann

Representative of the
International Brotherhood of Bookbinders.

Detached
Bulletin - Missouri
Council on State
Legislation - to Angus

May 18, 1945

Miss Eleanore Raasch
Bakery & Confectionery Workers Local 244
Room 213, 1012 N. Third St.
Milwaukee 3, Wis.

Dear Miss Raasch:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFN:eh

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION (50)

A. N. WILLIAMS
PRESIDENT

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

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1945 APR 2 PM 4 55

FREIDA S MILLER=

DIRECTOR WOMENS BUREAU US DEPT OF LABOR WASHDC=

WILL BE PRESENT FOR BANQUET AND CONFERENCE APRIL 18TH PLEASE SEND GOVERNMENT TRAVEL REQUEST IMMEDIATELY=

MISS ELEANORE RAASCH.

Dlegrand

Bakery

18.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

May 5, 1945

Miss Justine Seeman
Industrial Union of Marine and
Shipbuilding Workers
Congress of Industrial Organizations
Women's Committee, Local 16
9 Tube Concourse
Jersey City, N. J.

Dear Miss Seeman:

I want to say for myself and for the Women's Bureau staff who participated in the union conference, that we consider the meeting was very helpful, and we greatly appreciated your coming, as well as the contribution that you made in participating in the discussions.

A copy of the press release is enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

March 23, 1945

Miss Frieda S. Miller
US Dept. of Labor
Women's Bureau
Washington, D.C.



My dear Miss Miller,

I was most happy to receive your invitation to the two day conference of union women on the problems of the war and the peace to follow.

We in our union have been conducting several discussions as well as a survey on the plans of women in the shipbuilding industry for the post-war world. I shall be most happy to attend and participate in your conference.

I have also been requested by our regional director, Mr. Gavin MacPherson to ask if it would be possible to invite another very active woman in our union.

I would appreciate further details about the plans and date of

the conference so that our women's committee may make preperations for the fullest participation from our industry.

Sincerely yours,

(Miss) Justine Leeman

Industrial Union of Marine & Shipbldg. Wkers of America
C.I.O.
Women's Committee, Local 16
9 Tube Concourse
Jersey City, N. J.

Home Address: 55 West 95 St.
New York, N.Y.

May 5, 1945

Miss Lucy Oppenheim, Vice President
United Hatters, Cap & Millinery Workers
31 W. 37th Street
New York 18, N. Y.

Dear Miss Oppenheim:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

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Yours sincerely,

Frieda S. Miller,
Director

FSM:RFN:eh

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UW NEWYORK NY APR 20 1208P

MISS FRIEDA MILLER DEPARTMENT OF LABOR BLDG

ROOM 3135

REGRET FIND IT IMPOSSIBLE TO RETURN FOR THIS MORNING,S SESSION AS PROMISED. WOULD APPRECIATE YOUR SENDING ME COPY OF MINUTES OF MEETING. THE WOMEN,S BUREAU DESERVES MUCH CREDIT FOR CONSTRUCTIVE CONFERENCES OF THIS KIND

LUCY OPPENHEIM.

1225P

May 5, 1945

Miss Dollie Lowther, Director
Laundry Workers Joint Board
Amalgamated Clothing Workers of America
160 Fifth Avenue
New York 10, N. Y.

Dear Miss Lowther:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we enjoyed having you here. We are very glad to have the opinion expressed by some of you that the conference was worth while and that it would be of value to repeat it at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information on the Laundry Department of the Amalgamated Clothing Workers of America which will also be valuable for a variety of purpose. I hope that you will send us as much of this information as you can.

The press release is enclosed and also a copy of the letter we have written to Mr. Hillman. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—		From—	Re Attached Please—
(2) ✓	~~Anderson.~~ Miller		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		
	Robinson.		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

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UE, NEW YORK 10, N. Y.
CHelsea 3-8282
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WOMEN'S BUREAU
1 1945
DEPARTMENT OF LABOR

April 30, 1945

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ation will look forward to re-
rial that is released in the
sure that much of it will be

u for your hospitality, I am--

Very truly yours,
Dollie Lowther

DL:GK

Dollie Lowther, Director

Miss Frieda Miller
U. S. Department of Labor
Women's Bureau
Washington, 25, DC.

Laundry Workers Joint Board

of Greater New York

AMALGAMATED CLOTHING WORKERS OF AMERICA

160 FIFTH AVENUE, NEW YORK 10, N. Y.

Telephone CHelsea 3-8282

291

OFFICE OF THE EDUCATIONAL DIRECTOR

WOMEN'S BUREAU
1 1945
DEPARTMENT OF LABOR

April 30, 1945

Dear Miss Miller,

The report on the conference of the Women's Bureau has been made to the Joint Board. I realized then how informative the conference had been.

Our organization will look forward to receiving all material that is released in the future. We are sure that much of it will be of use to us.

Thanking you for your hospitality, I am--

Very truly yours,

Dollie Lowther

DL:GK

Dollie Lowther, Director

Miss Frieda Miller
U. S. Department of Labor
Women's Bureau
Washington, 25, DC.

Laundry Workers Joint Board
of Greater New York

AMALGAMATED CLOTHING WORKERS OF AMERICA

160 FIFTH AVENUE, NEW YORK 10, N. Y.

Telephone CHelsea 3-8282

291

OFFICE OF THE EDUCATIONAL DIRECTOR

WOMEN'S BUREAU
APR 5 1945
DEPARTMENT OF LABOR

April 3, 1945

Dear Miss Miller,

As a representative of the Amalgamated Clothing Workers Of America, I shall be glad to attend the Joint conference scheduled for April 19th and 20th.

I shall be there for the banquet.

Sincerely yours,

Dollie Lowther

Dollie Lowther, Director

Miss Frieda S. Miller
U.S. Department Of Labor
Women's Bureau
Washington 25, D.C.

May 5, 1945

Miss Mary Taccone, Assistant Director
Department of Woolen and Worsted Workers
575-A Essex Street
Lawrence, Mass.

Dear Miss Taccone:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFE:eh

DEPARTMENT OF WOOLEN AND WORSTED WORKERS

OF THE

UNITED TEXTILE WORKERS OF AMERICA

A. F. OF L.

575-A ESSEX STREET, LAWRENCE, MASS.

TELEPHONES: LAWRENCE 33351 — 24092

JOSEPH SYLVIA, DIRECTOR

Advisory Council

MARY TACCONE
WILLIAM HARTLEY
ANN CROSBY
ABRAHAM NESSON
JOHN BRENNAN
FRANCIS SCHAUFENBIL
FRANCIS ST. PETER
JOHN CONNOLLY
NORMAN LACHANCE
FRED LANE
GEORGE DRISCOLL
COSIMO PALERMO
WILLIAM SIMONETTI
NEIL TEMPLETON

April 4,1945

WOMEN'S BUREAU
APR 6 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:-

Your letter dated March 31st, at hand and contents noted.

This is to inform you that I will be in attendance at the conference to be held on April 19th and 20th, and will also be able to attend the banquet on the 18th.

I note what you say in reference the action being contemplated by the Children's Bureau.

It is my opinion that the conference proposed will be helpful, particularly at this time. I am looking forward to attending same with keenness.

Sincerely yours,

Mary Taccone

Mary Taccone, Assistant Director
Department of Woolen & Worsted Workers
of the United Textile Workers of America,

MT;

UNITED TEXTILE WORKERS of AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
STEWART BLDG., 402 6TH STREET, N. W. WASHINGTON 1, D. C.
TELEPHONE DISTRICT 8132-3-4-5-6

Office of the International President

March 19, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I have your letter of March 12 wherein I note that you are planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I also note your request for me to nominate one of our women leaders whom you will invite to the conference.

In line with your request, I am hereby submitting the name of Miss Mary Taccone, Assistant Director of the Department of Woolen and Worsted Workers of the United Textile Workers of America, whose address is 575-A Essex Street, Lawrence, Massachusetts. I am writing to Miss Taccone telling her that she will be notified directly by you as to the time and place the conference will be held.

With kind regards, I am

Very truly yours,

Anthony Valente

Anthony Valente
International President

AV:MM
oeiu 2

WOMEN'S BUREAU
MAR 20 1945
DEPARTMENT OF LABOR

May 5, 1945

Mrs. Hazel Heller, State Representative
United Garment Workers
628 Peoples Bank Bldg.
Indianapolis, Ind.

Dear Mrs. Heller:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you will send us as much of it as you can.

A copy of the press release is enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFW:eh

WESTERN UNION

WESTERN UNION

WESTERN UNION

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Bagwell

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VIA BM MSRTE INDIANPOLIS IND APR 4 1945 1055A

MISS FRIEDA S MILLER

WOMEN BUREAU US DEPT LABOR WASHDC

I WILL ATTEND [redacted] CONFERENCE

HAZEL HELLER.

1253P

✓

May 5, 1945

Miss Susan Jennette, General Sec.-Treas.
Brotherhood of Railway & Steamship Clerks
P. O. Box 33
Wilmington, N. C.

Dear Miss Jennette:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFN:eh

L. L. WOOTEN, General Chairman
Box 33, Wilmington, N. C.

E. C. BRYAN, Asst. Gen. Chairman
A. C. L. Freight Agency
Wilmington, N. C.

SUSAN JENNETTE, General Sec.-Treas.
Box 33, Wilmington, N. C.

Office Phone 4055

GIVE THE ATLANTIC COAST LINE YOUR BUSINESS
We Appreciate It

BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS,

FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES

Affiliated with the A. F. of L.

System Board of Adjustment; Atlantic Coast Line Railroad

OFFICE OF SYSTEM BOARD
Labor Temple, Third Floor, Acme Building

WILMINGTON, N. C.,

April 9, 1945

Miss Frieda S. Miller, Director
U.S. Department of Labor
Women's Bureau
Washington, 25, D.C.

Dear Miss Miller:

I have letter from our Grand President requesting that I attend conference of the U.S.Department of Labor, Women's Bureau to be held in Washington, D.C. as representative from the Brotherhood of Railway Clerks and copy of his letter of April 5 to you.

I expect to attend this conference and had hoped to hear from you today about this matter.

I do have invitation to attend a dinner in honor of British Trade Union Women to be held at the Statler Hotel , Washington D.C. April 18th. I suppose this is in connection with the conference which Mr. Harrison referred to and which I am to attend.

I would appreciate your advising me immediately on this matter with any information you can give me so that I may make any necessary reservations, and reservations for the dinner if my idea of this matter is correct.

Yours very truly,
Susan Jennette
General Sec.-Treas.

DEPARTMENT OF LABOR
APR 10 1945
WOMEN'S BUREAU

System Board of Adjustment
Atlantic Coast Line Railroad
BROTHERHOOD OF RAILWAY & STEAMSHIP CLERKS,
FREIGHT HANDLERS, EXPRESS & STATION EMPLOYEES
Executive Office
THIRD FLOOR, ACME BLDG.
PHONE 4055 P. O. BOX 33
WILMINGTON, N. C.
L. L. WOOTEN,
General Chairman
SUSAN JENNETTE,
General Secty-Treas.

WOMEN'S BUREAU
JUN 2 1945
DEPARTMENT OF LABOR

April 23, 1945

Mr. Geo. M.Harrison, G.P.
1015 Vine St.
Cincinnati 2, Ohio.

Dear Bro. Harrison:

I want to again thank you for appointing me as representative from our Organization to attend conference of the U. S.Department of Labor, Women's Bureau as I thoroughly enjoyed this conference and hope that my attendance will be of some benefit to our organization and I am certain that it has been a wonderful benefit and education to me. I was the only representative from the Railroad Industry.

Miss Miller would like to know how many copies of bulletins or other literature put out by this Bureau, that our Organization would like to have and just who to send this literature to. I would appreciate your giving Miss Miller this information because our Grand Lodge has the record of all Boards which might be interested in having this literature and those it might be of benefit to. The amount our Organization can use would be sent to some one at the Grand Lodge who would inturn send it out to our units which could use it.

There will be appointed by the Women's Bureau a Continueing or Advisory Committee to work with this Bureau between annual meetings of the Bureau and it was my understanding that as far as possible there would be a member of this committee appointed from the various types of industries and as our Organization covers a vast majority of women employees and by far more women employes than any other branch of the Railroad Industry, it is just possible that one member of this committee may be appointed from our membership. Miss Miller expects to handle with the International Headquarters of the various Organizations as to the member to place on this committee from each of the Organizations to be represented and if she desires one of our members on this Committee, she will doubtless handle this matter with you.

I am writing you in another letter giving you very briefly the matters handled at this conference as I was advised that I would receive at least a summary if not a full copy of the minutes which I will send to you as soon as they are received.

Yours fraternally,
Susan Jennette
General Sec.-Treas.

L. L. WOOTEN, General Chairman
Box 33, Wilmington, N. C.

E. C. BRYAN, Asst. Gen. Chairman
A. C. L. Freight Agency
Wilmington, N. C.

SUSAN JENNETTE, General Sec.-Treas.
Box 33, Wilmington, N. C.

Office Phone 4055

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FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES

Affiliated with the A. F. of L.

System Board of Adjustment; Atlantic Coast Line Railroad

OFFICE OF SYSTEM BOARD
Labor Temple, Third Floor, Acme Building

WILMINGTON, N. C.,

April 13, 1945

Miss Frieda S. Miller, Director
Woman's Bureau, U.S. Department of Labor
Washington, D.C.

Dear Miss Miller:

I have your letter of the 10th regarding conference April 19th and 20th for which I thank you.

I have received transportation request and expect to arrive in Washington Wednesday morning the 18th. I expect to stop at the Hamilton Hotel .

WOMEN'S BUREAU
APR 1 3 1945
DEPARTMENT OF LABOR

Yours very truly,
Susan Jennette
General Sec.-Treas.

System Board of Adjustment
Atlantic Coast Line Railroad
BROTHERHOOD OF RAILWAY & STEAMSHIP CLERKS,
FREIGHT HANDLERS, EXPRESS & STATION EMPLOYEES
Executive Office
THIRD FLOOR, ACME BLDG.
PHONE 4055 P. O. BOX 33
WILMINGTON, N. C.
L. L. WOOTEN,
General Chairman
SUSAN JENNETTE,
General Secty-Treas

WOMEN'S BUREAU
MAY 8 - 1945
DEPARTMENT OF LABOR

May 7, 1945

Mr. Geo. M.Harrison,G. P.
1015 Vine St.
Cincinnati, 2, Ohio.

Dear Sir & Bro:

I am attaching you form which I received today from Miss Frieda S. Miller, Director , Women's Bureau, U. S.Department of Labor asking that I fill it out giving all the information I could and return to her.

As I only have this information for our particular System Board I am sending this form to your office and would thank you to have your forces fill out this form and return to Miss Miller because your files will likely show what is nexessary to properly fill out this form.

Yours fraternally,
Susan Jennette
General Sec.-Treas.

Miss Miller,

Thanks very much for your letter of the 5th and I hope that you will receive the return of this form from Bro. Harrison's office within a few days.

May 5, 1945

Miss Clara L. Stegmann, Representative
International Brotherhood of Bookbinders
Bindery Women's Union Local No. 55
St. Louis, Mo.

Dear Miss Stegmann:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFW:eh

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

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FRIEDA S MILLER DIRECTOR WOMENS BUREAU=

US DEPT OF LABOR WASHDC=

ACCEPT APPOINTMENT TO ATTEND CONFERENCE CALLED BY THE WOMENS BUREAU US DEPT OF LABOR=

CLARA L STEGMAM REPRSENTATIVE INTL ROTHERHOOD OF BOOKBINDERS 5418 ROSA AVE ST LOUIS MO.

SRO

US 5418.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

97

Telephone, CHestnut 8350

Bindery Women's Union Local No. 55

International Brotherhood of Bookbinders

DELLA J. COX
Secretary and Treasurer
616 Title Guaranty Bldg.
Seventh and Chestnut St.

St. Louis, Mo.

April 9, 1945/

Anne Larrabee, Chief Clerk,
U. S. Dep't., of Labor
Women's Bureau.
Washington, 25, D. C.

Dear Miss Larrabee,

Enclosed please find reservation for two places and check for $8.00, for the dinner in honor of British and American Trade Union Women, at the Statler Hotel, on April 18.

Your letter of instruction and Government request for Transportation received, Voucher L 659,130, and L.739,648, were used for railroad transportation on the Baltimore and Ohio Railroad, and Pullman Company.

I will be in Washington, D. C. on Wednesday April 18, in time to attend the conference called by the Children's Bureau.

Anticipating the pleasure of meeting you at the Conference with kind personal regards,

Sincerely yours,

Clara L. Steigmann

Representative,
International Brotherhood
of Bookbinders.

May 5, 1945

Mrs. Jane K. Gratz
International Chemical Workers Union Local #16, AFL
3969 Detonty Street
St. Louis 10, Mo.

Dear Mrs. Gratz:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM:RFN:eh

JOHN GRATZ, PRESIDENT
3969 DETONTY STREET
ST. LOUIS, 10, MO.

G. H. GROSCHE, REC. SECY.
4366 MIAMI STREET
ST. LOUIS, 16, MO.

CHEMICAL WORKERS UNION

LOCAL NO. 21,536

ST. LOUIS, MISSOURI

AFFILIATED TO

AMERICAN FEDERATION OF LABOR

AND

INTERNATIONAL COUNCIL OF CHEMICAL AND ALLIED INDUSTRIES UNIONS

Bagwell

April 5, 1945



Miss Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington, 25, D. C.

Dear Miss Miller:

With reference to your letter of April 2nd, please be advised that I shall be in Washington on April 18th, 19th and 20th to attend the banquet in honor of the four British Trade union women and also the meetings sponsored by the Women's Bureau of the U. S. Department of Labor.

Sincerely yours

Jane K. Gratz

Jane K. Gratz
International Chemical Workers Union
Local #16 - A. F. of L.

WOMEN'S BUREAU
APR 12 1945
DEPARTMENT OF LABOR

THE WILLARD
WASHINGTON, D.C.

20 April 45

My dear Miss Miller -

At the close of the session today, I neglected to thank you for the many educational benefits which I received through attendance at the Conference of Trade Union women and I am taking this means of correcting that oversight -

I might also add that if in the future I am privileged to attend a meeting of this nature, I hope to be in a position to contribute, as well as absorb, information -

Sincerely yours

Jane P. Spaak
Educ Chem Wkrs Union
A F of L

Miss Frieda S. Miller, Dir
Womens Bureau
U.S. Dept of Labor -

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	~~Anderson.~~ Miller		
	Nienburg.		Approve
	Larrabee.		Comment
	Benham.		Note
	Dern.		Note and return
	Erickson.		Reply
	Hyde.		Draft of reply
	Manning.		Signature
	Mettert.		Would like to discuss
	Pidgeon.		File
	Robinson.		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

OPO 16—24460

v Bagwell

H. A. BRADLEY, PRESIDENT 80 R. E. TOMLINSON, SEC'Y-TREAS.

International Chemical Workers Union

ORGANIZED SEPTEMBER 11, 1944

PHONE FRANKLIN 3197
605 FIRST-CENTRAL TOWER BUILDING
AKRON 8, OHIO

WOMEN'S BUREAU
MAR 2 1945
DEPARTMENT OF LABOR

March 27,1945.

Miss Frieda S.Miller, Director
U.S.Department of Labor
Women's Bureau
Washington 25, D.C.

Dear Miss Miller:

In response to your letter of March 10, I am nominating Mrs.Jane Gratz, Local No.16, 3969 Detonty Street, St.Louis, 10, Missouri, to attend the two-day conference of women workers in Washington.

Wishing you every success, I am

Fraternally yours,

H.A.Bradley

HAB:c

H.A.Bradley, President

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	[redacted]		
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
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	Pidgeon.		Date
	Robinson.		Note:
	Smith, F.		
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

(2) Baynell

May 5, 1945

Mrs. Dorothy Bellanca
Amalgamated Clothing Workers of America
15 Union Square
New York 3, N. Y.

Dear Mrs. Bellanca:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

A copy of the press release and a copy of the letter we have written to Mr. Hillman are enclosed. The summary report will be sent you as soon as it is ready.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF *America*

15 UNION SQUARE, NEW YORK 3, N. Y.

SIDNEY HILLMAN
General President

JACOB S. POTOFSKY
General Sec'y-Treas.

VICE-PRESIDENTS
DOROTHY J. BELLANCA
HYMAN BLUMBERG
JOSEPH CATALANOTTI
ABRAHAM CHATMAN
LOUIS HOLLANDER
JACK KROLL
LEO KRZYCKI
SAMUEL LEVIN
A. D. MARIMPIETRI
ABRAHAM MILLER
WILLIAM REZNICEK
FRANK ROSENBLUM
STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

426

OFFICE OF THE SECRETARY

WOMEN'S BUREAU
MAR 22 1945
DEPARTMENT OF LABOR

Potofsky's copy Miss Miller to Bellanca

March 20, 1945

Miss Frieda S. Miller
U. S. Department of Labor
Women's Bureau
Washington, D.C.

My dear Miss Miller:

I shall be very happy to attend the meeting of union women that you are planning for the future. Since I don't know the exact date, I cannot definitely commit myself. I hope you will let me know far enough ahead of time so that the meeting may not interfere with appointments I have on my calendar.

Mr. Hillman is not in his office but I shall take up the question of a representative from the Laundry Workers just as soon as he returns.

Sincerely yours,

Dorothy J. Bellanca

DOROTHY J. BELLANCA

DJB:sk

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF *America*

15 UNION SQUARE, NEW YORK 3, N. Y.

426

OFFICE OF THE SECRETARY

SIDNEY HILLMAN
General President

JACOB S. POTOFSKY
General Sec'y-Treas.

VICE-PRESIDENTS
DOROTHY J. BELLANCA
HYMAN BLUMBERG
JOSEPH CATALANOTTI
ABRAHAM CHATMAN
LOUIS HOLLANDER
JACK KROLL
LEO KRZYCKI
SAMUEL LEVIN
A. D. MARIMPIETRI
ABRAHAM MILLER
WILLIAM REZNICEK
FRANK ROSENBLUM
STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

WOMEN'S BUREAU
MAY 10 1945
DEPARTMENT OF LABOR

May 9, 1945

Miss Frieda Miller
Women's Bureau
Department of Labor
Washington, D.C.

My dear Miss Miller:

Under separate cover, I am sending you some material in answer to your request in Mr. Hillman's letter. / See Daniel Tasker

Sincerely yours,

Dorothy J. Bellanca

DOROTHY J. BELLANCA

DJB:sk

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF America

15 UNION SQUARE, NEW YORK 3, N. Y.

SIDNEY HILLMAN
General President

JACOB S. POTOFSKY
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STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

WOMEN'S BUREAU
APR 5 1945
DEPARTMENT OF LABOR

426

OFFICE OF THE SECRETARY

April 3, 1945

TRs rec'd 20

Miss Frieda S. Miller
Women's Bureau
U.S. Department of Labor
Washington, D.C.

My dear Miss Miller:

I am looking forward to be in Washington on the 18th, and have already made my reservations at a hotel for that date. You can therefore, count on me being present at the dinner. I would appreciate you informing me where the dinner will take place on the 18th.

Sincerely yours,

Dorothy J. Bellanca

DOROTHY J. BELLANCA

DJB:sk

May 2, 1945

Mrs. Mildred Jeffrey
Director, Women's Bureau
War Policy Division, UAW-CIO
United Automobile, Aircraft, Agricultural
Implement Workers of America
411 West Milwaukee Ave.
Detroit 2, Michigan

Dear Mrs. Jeffrey:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—	From—	Re Attached Please—
Anderson.		Approve
Nienburg.		Comment
Larrabee.		Note
Benham.		Note and return
Dern.		Reply
Erickson.		Draft of reply
Hyde.		Signature
Manning.		Would like to discuss
Mettert.		File
Pidgeon.		
Robinson.		Date
Smith, F.		Note:
Spring.		
Stitt.		
Files.		

OPO 16—24460

Bagwell

AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW-CIO)

ADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT, MICHIGAN

RICHARD T. FRANKENSTEEN
INTERNATIONAL VICE PRESIDENT

WALTER P. REUTHER
INTERNATIONAL VICE PRESIDENT

April 25, 1945

WOMEN'S BUREAU
APR 12 1945
DEPARTMENT OF LABOR

hat we believe that the conference called
ely valuable both from the standpoint of
nation between the delegates and the Women's Bureau as well as the delegates themselves. I am sure that all the delegates were impressed with the many points in which the Women's Bureau can be of real service to organized labor. We hope that a similar conference can be called within the next six months as the full weight of reconversion is most likely to be felt during this period. In any event, we hope that the continuing committee will be appointed soon so that at least it can work out constructive program for meeting some of the needs of displaced women workers.

We, in Detroit, are particularly aware of the serious and grim economic problem which women are facing. In Flint, for example, the Buick Motor Car Company has laid off 4,000 workers, a large percentage of which are women. Similarly, at Willow Run, thousands of women workers are not being offered few, if any, desirable job opportunities.

Sincerely yours,

Mildred Jeffrey

Mildred Jeffrey, Director
Women's Bureau
WAR POLICY DIVISION, UAW-CIO

MJ:RBL

We hope you can release the Bureau's study on postwar plans when you come to Detroit

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW-CIO)

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT, MICHIGAN

R. J. THOMAS
INTERNATIONAL PRESIDENT

GEO. F. ADDES
INTERNATIONAL SEC. & TREAS.

RICHARD T. FRANKENSTEEN
INTERNATIONAL VICE PRESIDENT

WALTER P. REUTHER
INTERNATIONAL VICE PRESIDENT

PHONE TRINITY 1-6600

April 25, 1945

WOMEN'S BUREAU
APR 12 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller, Director
Women's Bureau
U.S. Department of Labor
Washington, D.C.

Dear Miss Miller:

Mrs. Hatcher and I wish to say that we believe that the conference called by the Women's Bureau was extremely valuable both from the standpoint of exchange of experience and information between the delegates and the Women's Bureau as well as the delegates themselves. I am sure that all the delegates were impressed with the many points in which the Women's Bureau can be of real service to organized labor. We hope that a similar conference can be called within the next six months as the full weight of reconversion is most likely to be felt during this period. In any event, we hope that the continuing committee will be appointed soon so that at least it can work out constructive program for meeting some of the needs of displaced women workers.

We, in Detroit, are particularly aware of the serious and grim economic problem which women are facing. In Flint, for example, the Buick Motor Car Company has laid off 4,000 workers, a large percentage of which are women. Similarly, at Willow Run, thousands of women workers are [redacted] being offered few, if any, desirable job opportunities.

Sincerely yours,

Mildred Jeffrey

Mildred Jeffrey, Director
Women's Bureau
WAR POLICY DIVISION, UAW-CIO

MJ:RBL

We hope you can release the Bureau's study on postwar plans when you come to Detroit

May 2, 1945

Miss Mary G. Gannon, President
Washington Telephone Traffic Union
1339 14th Street, N.W.
Washington 5, D. C.

Dear Miss Gannon:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we enjoyed having you here. We are very glad to have the opinion expressed by some of you that the conference was worth while and that it would be of value to repeat it at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information on the Washington Telephone Traffic Union which will also be valuable for a variety of purpose. I hope that you will send us as much of this information as you can.

The press release if enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

WASHINGTON TELEPHONE TRAFFIC UNION
1339 14TH STREET, N. W.
WASHINGTON 5, D. C.

MARY E. GANNON
PRESIDENT
EMMA F. SAUER
VICE-PRESIDENT
LOUISE CULVER
SECRETARY-TREASURER

TELEPHONE
DECATUR 3566

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

March 29, 1945

Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Madam:

I shall be very pleased to represent the National Federation of Telephone Workers at the two-day conference referred to in your letter of March 10, 1945.

Would you please notify me of the exact date and further details when available.

Sincerely yours,

Mary E. Gannon (address see above)

Mary E. Gannon
President

May 2, 1945

Mrs. DeLores Pinta
International Representative
United Farm Equipment and Metal Workers of America
1110 South Oakley Blvd.
Chicago 12, Illinois

Dear Mrs. Pinta:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

GRANT W. OAKES
PRESIDENT

JOHN SHAFFER
VICE-PRESIDENT

GERALD FIELDE
SECRETARY-TREASURER

JOSEPH R. WEBER
DIRECTOR OF ORGANIZATION

United Farm Equipment and Metal Workers of America

DISTRICT PRESIDENT
LAKE DISTRICT NO. 1
CHARLES LAWSON

HEADQUARTERS:
1110 SOUTH OAKLEY BLVD.
PHONE CHESAPEAKE 1503-04-41
CHICAGO 12, ILLINOIS

April 2, 1945

WOMEN'S BUREAU
APR 5 1945
DEPARTMENT OF LABOR

Bagwell

Frieda S Miller, Director
Women's Bureau
U S Department of Labor
Washington 25, D C

Dear Mis Miller:

I will be very happy to attend the conference for women in Washington and have been delegated as the representative from our Union.

Will arrive in Washington in time for the banquet on April 18th. Please send me details as to time and place of the banquet.

I would appreciate a copy of the Reconversion Blueprint for Women adopted at a previous conference.

Sincerely yours,

(Miss) DeLores Pinta

DELORES PINTA
INTERNATIONAL REPRESENTATIVE

DP/dr
uopwa-cio

May 2, 1945

Miss Alice Smith
District Vice-President
United Electrical, Radio & Machine Workers of America
166 West Jackson Boulevard
Chicago 4, Illinois

Dear Miss Smith:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

In reference to the permanent committee discussed at the conference, I am asking active members of the former Women's Bureau Labor Advisory Committee, including Miss Young of your union, to continue.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

ALBERT J. FITZGERALD, *General Pres.* JULIUS EMSPAK, *General Sec'y-Treas.* JAMES J. MATLES, *Director of Organization*

DISTRICT COUNCIL 11

United Electrical, Radio & Machine Workers of America

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

166 WEST JACKSON BOULEVARD

CHICAGO 4, ILLINOIS

ERNEST DeMAIO
General Vice-President

HARrison 9522

WOMEN'S BUREAU
APR 6 1945
DEPARTMENT OF LABOR

April 4, 1945

Miss Frieda S. Miller
Director, Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

My dear Miss Miller:

Thank you for your invitation to attend the Women's Conference on April 19 and 20.

I shall be glad to be present at the Conference as well as the banquet on the evening of April 18.

Sincerely yours,

alice Smith

ALICE SMITH
District Vice-President

as:ea
uopwa:24

ERNEST DE MAIO, *Dist. Pres.* - ALICE SMITH, *Dist. Vice-Pres.* - ROBERT WISHART, *Dist. Sec'y-Treas.* - LOUIS TORRE, *Dist. Rec. Sec'y*
District Executive Board Members: CHARLES PETERS - WILLIAM MAUSETH - JOHN KELLIHER - HERMAN KUEHNE - VICTOR ZIEGLER

651

May 2, 1945

Miss Ruth Young, Executive Secretary
United Electrical, Radio & Machine Workers
17 William Street - 9th Floor
Newark 2, New Jersey

Dear Miss Young:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

UNITED ELECTRICAL, RADIO & MACHINE WORKERS of America

DISTRICT COUNCIL NO. FOUR

17 WILLIAM STREET • 9th FLOOR • NEWARK 2, NEW JERSEY • TELEPHONE MARKET 2-4828

AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

April 3rd, 1945

Miss Frieda S. Miller, Director
United States Department of Labor, Women's Bureau
Washington 25, D.C.

Dear Miss Miller:

I shall be very glad to attend the conference at your office on April 19th and 20th. I shall plan to be in Washington for the evening of April 18th, to attend the banquet.

I look forward to seeing you at that time.

Sincerely yours,

Ruth Young
Executive Secretary

uopwa 7

JAMES McLEISH, President · CHARLES FAY, Vice President · RUTH YOUNG, Executive Secretary · EDWARD J. STEWART, Treasurer

May 2, 1945

Miss Freda Casso
United Shoe Workers of America, CIO
487 Broadway
New York 13, N. Y.

Dear Miss Casso:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copiesof the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

United Shoe Workers of America

Joint Council Number Thirteen • C.I.O.

487 BROADWAY • NEW YORK 13, N. Y. • WO. 4-5770-1

I. ROSENBERG
MANAGER
R. FRANCESCHINI
SECRETARY-TREASURER
J. ZELAZO
CHAIRMAN

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

Bagwell

April 2, 1945

Frieda S. Miller, Director
United States Department of Labor
Women's Bureau
Washington 25, D.C.

Dear Miss Miller:

✓SRO

I received your communication of March 31st in which you advise me that I have been designated to represent the United Shoe Workers of America at a conference called by the Women's Bureau.

It is indeed an honor and privilege to attend a gathering of this sort. I have every intention of being present at all the sessions, including the banquet to be held on the evening of April 18th.

With best wishes.

Sincerely yours,

Freda Casso

Freda Casso
United Shoe Workers of America
C.I.O.

uopwa
1-40

May 2, 1945

Miss Jennie Shuck, Representative
United Packinghouse Workers of America, CIO
2415 Shields Ave.
Sioux City 20, Iowa

Dear Miss Shuck:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

Bagwell

April 11, 1945

Miss Jennie Shuck, Representative, UPWA-CIO
2414 Shields Avenue
Sioux City 20, Iowa

My dear Miss Shuck:

Your travel authorization will be amended as requested and forwarded to you within a few days.

Sincerely yours,

Chief Clerk

DISTRICT No. 3. UPWA PHONE 2-8319 CIO AFFILIATE

LOCAL NO. 46

United Packing House Workers of America

210 DIVISION STREET

Waterloo, Iowa

JOSEPH C. MILLER, President
BOB ROBINSON, Vice-President
PAULA DAGGETT, Recording Secretary
RUSSELL LASLEY, Financial Secretary
JAMES T. MAILLIE, Treasurer

LEO SCHAEFFER, Trustee
HARRY BELL, JR., Trustee
BILL LEWIS, Trustee
M. J. CASEY, Chief Steward
EDMOND KING, Ass't Chief Steward

April 8, 1945

WOMEN'S BUREAU
APR 1 - 1945
DEPARTMENT OF LABOR

Miss Anne Larrabee, Chief Clerk
U.S. Department of Labor
Washington 25, D.C.

My Dear Miss Larrabee:

I received the travel requests which you sent to me and would like to clarify a few matters with you at this time.

The travel authorization gives my departure from Waterloo, Iowa which will not be the case as I shall be leaving from Sioux City, Iowa. You see I shall finish my assigment here in Waterloo this week and will go to Sioux City, Iowa from here.

By leaving from Sioux City, I will have to go by way of Chicago, so in order to be sure to get train reservations I have asked the International Office of Packinghouse Workers to get reservations for me from there to Washington which will necessitate purchasing two round trip tickets, one from Sioux City to Chicago and return, and one from Chicago to Washington and return. I hope that this will meet with your approval.

I am enclosing the Travel Authorization for correction, and will you please send the corrected authorization to my address in Sioux City.

Sincerely yours,

Jennie Shuck

Miss Jennie Shuck, Repr.
UPWA-CIO
2414 Shields Ave.
Sioux City 20, Iowa

JS-gc
Encl.

STANDARD FORM NO. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

FROM U. S. Department of Labor

BUREAU Women's Bureau

CHG. APPROPRIATION 1650601.503,Salaries &
Expenses,Women's Bureau(Nat'l Def.)1945.

U. S. GOVERNMENT PRINTING OFFICE 10—1723

April 7, 1945

President Hotel
Waterloo Iowa

PLEASE FORWARD AIRMAIL LETTER FROM WOMEN'S BUREAU ADDRESSED TO JENNIE SHUCK TO 2414 SHIELDS AVENUE, SIOUX CITY 20 IOWA IMMEDIATELY.

Anne Larrabee

Chief Clerk

DISTRICT No. 3. UPWA PHONE 2-8319 CIO AFFILIATE

LOCAL NO. 46

United Packing House Workers of America

210 DIVISION STREET

Waterloo, Iowa

JOSEPH C. MILLER, President
BOB ROBINSON, Vice-President
PAULA DAGGETT, Recording Secretary
RUSSELL LASLEY, Financial Secretary
JAMES T. MAILLIE, Treasurer

2

LEO SCHAEFFER, Trustee
HARRY BELL, JR., Trustee
BILL LEWIS, Trustee
M. J. CASEY, Chief Steward
EDMOND KING, Ass't Chief Steward

April 4, 1945

WOMEN'S BUREAU
1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller, Director
Women's Bureau
U.S. Department of Labor
Washington 25, D.C.

Dear Miss Miller:

I am happy to say that I shall be able to attend the conference called by the Women's Bureau, but I do regret that I shall not be able to attend the banquet, at least as far as I know now.

I have asked the International Office of the United Packinghouse Workers to make the necessary reservations for me. I am looking forward to this meeting with great interest.

Please send any further communications and the government transportation request to my home address, which is written below.

Sincerely yours,

Jennie Shuck

Mrs. Jennie Shuck, Repr.
U.P.W.A.- CIO
2414 Shields Ave.
Sioux City 20, Iowa

JS-gc

May 1, 1945

Miss Evelyn Adler
United Office and Professional Workers of America
1860 Broadway
New York 23, N. Y.

Dear Miss Adler:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repeat these conferences at intervals in the future.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

Copies of the press release and the letter we have written to your union president are enclosed. The summary report will be sent you as soon as it is ready.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

United Office and Professional Workers of America

LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer
(on leave to U. S. Army)
RICHARD LEWIS, Acting Secretary-Treas.

Affiliated with the C. I. O.
1860 BROADWAY
NEW YORK 23, N. Y.
Circle 7-4395

NATIONAL SOCIAL SERVICE DIVISION
EVELYN ADLER, Director



April 9, 1945

Miss Frieda S. Miller
Director
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Miss Miller:

I will be glad to attend the Conference which the Women's Bureau is holding on April 19th and 20th. I also plan to attend the banquet on the evening of the 18th.

Sincerely yours,

Evelyn Adler

Evelyn Adler, Director
National Social Service Division

EA:sw
uopwa-1

May 1, 1945

Mr. Lewis Merrill, President
United Office and Professional Workers of America
1260 Broadway
New York 23, N. Y.

My dear Mr. Merrill:

I want to thank you for having designated Miss Evelyn Adler to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and by Miss Adler in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Adler and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that the Bureau set up a Continuing Committee which would meet at intervals to consider problems of women in industry and Women's Bureau cooperation with union women. I am at present considering names of women union leaders for membership and among them that of Miss Adler, if it meets with your approval that she represent your union.

Another recommendation of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

May 1, 1945

Miss Cornelia M. Anderson, Educational Director
Food, Tobacco, Agricultural, and Allied Workers
Union of America
Room 415, 1505 Race Street
Philadelphia 2, Pa.

Dear Miss Anderson:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we enjoyed having you here. We are very glad to have the opinion expressed by some of you that the conference was worth while and that it would be of value to repeat it at intervals in the future.

We are working on plans which include the preparation of some of the material asked for and you will hear from us in regard to it as early as possible.

There is certain general information about membership in unions which it would be helpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information which will also be valuable for a variety of purposes. I hope that you will send us as much of this information as you can.

The press release is enclosed and also a copy of the letter we have written to your union president.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

DONALD HENDERSON
International President

Bagwell
HAROLD J. LANE
International Sec'y-Treasurer

FOOD, TOBACCO, AGRICULTURAL, AND ALLIED WORKERS UNION OF AMERICA

(Formerly United Cannery, Agricultural, Packing and Allied Workers of America)

Affiliated to the Congress of Industrial Organizations

Room 418
1505 Race Street

Philadelphia 2, Pennsylvania
Telephone: RITtenhouse 6757

WOMEN'S BUREAU
APR 2 1945
DEPARTMENT OF LABOR

April 25, 1945

Miss May Bagwell,
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Bagwell:

I enjoyed the Conference ever so much, and want to let you know, since I realize you worked hard on it. I am sorry I did not help more with the leaflet. I had intended to sit down with you, but then seemed to get distracted. I expect some of the others were more helpful than I. I do apologize to you.

Sincerely yours,

Connie Anderson.

Cornelia M. Anderson,
Education Director

cma:t
uopwa 2

International Vice-Presidents: Lewis Bentzley, John Mack Dyson, Luisa Moreno, Otis Nation, Armando Ramirez, Robbie Mae Riddick, Dixie Tiller, Armando Valdes, Owen H. Whitefield.

Alternate Vice-Presidents: Cornelio Briones, Jacob Clady (in military service), Paul Gardner, Barney Henley, Etta Hobson, Louis F. Jedlicka, Charles Law, Sybil Neff, Theodosia Simpson.

DONALD HENDERSON
International President

HAROLD J. LANE
International Sec'y-Treasurer

FOOD, TOBACCO, AGRICULTURAL, AND ALLIED WORKERS UNION OF AMERICA

(Formerly United Cannery, Agricultural, Packing and Allied Workers of America)

Affiliated to the Congress of Industrial Organizations

Room 418
1505 Race Street

Philadelphia 2, Pennsylvania
Telephone: RITtenhouse 6757

WOMEN'S BUREAU
APR 1 - 1945
DEPARTMENT OF LABOR

April 13, 1945

Miss Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Miss Miller:

I shall be happy to attend the meetings on April 19 and 20, and the banquet.

Thankyou very much.

Sincerely yours,

Cornelia M. Anderson

Cornelia M. Anderson,
Education Director

cma:lk
uopwa 2

International Vice-Presidents: Lewis Bentzley, John Mack Dyson, Luisa Moreno, Otis Nation, Armando Ramirez, Robbie Mae Riddick, Dixie Tiller, Armando Valdes, Owen H. Whitefield.

Alternate Vice-Presidents: Cornelio Briones, Jacob Clady (in military service), Paul Gardner, Barney Henley, Etta Hobson, Louis F. Jedlicka, Charles Law, Sybil Neff, Theodosia Simpson.

DONALD HENDERSON
International President

HAROLD J. LANE
International Sec'y-Treasurer

FOOD, TOBACCO, AGRICULTURAL, AND ALLIED WORKERS UNION OF AMERICA

(Formerly United Cannery, Agricultural, Packing and Allied Workers of America)

Affiliated to the Congress of Industrial Organizations

Room 418
1505 Race Street

Philadelphia 2, Pennsylvania
Telephone: RITtenhouse 6757

WOMEN'S BUREAU
MAR 31 1945
DEPARTMENT OF LABOR

March 30, 1945

Miss May Bagwell,
Field Representative
U. S. Dept. of Labor
Women's Bureau
Washington, 25, D. C.

Dear Miss Bagwell:

Enclosed is the list of women delegates which we promised in an earlier letter.

Our average yearly dues-paying membership runs about 32,000, with half of these women. Actually, the total number of people in our union is larger since many of our industries are seasonal. The total number of people under FTA contracts is about 80,000.

Don Henderson sent the name of Elizabeth Gasuly to attend the conference since she has been working with the Bureau on the Equal Pay Bill and against the Equal Rights Amendment. If it turns out you would have place for me, I would try to come even if it were short notice.

Sincerely yours,

Cornelia M. Anderson
Research Director

cma:d

enc.

International Vice-Presidents: Lewis Bentzley, John Mack Dyson, Luisa Moreno, Otis Nation, Armando Ramirez, Robbie Mae Riddick, Dixie Tiller, Armando Valdes, Owen H. Whitefield.

Alternate Vice-Presidents: Cornelio Briones, Jacob Clady (in military service), Paul Gardner, Barney Henley, Etta Hobson, Louis F. Jedlicka, Charles Law, Sybil Neff, Theodosia Simpson.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU

To—	From—	Re Attached Please—
[illegible]		Approve
Nienburg.		Comment
Larrabee.		Note
Benham.		Note and return
Dern.		Reply
Erickson.		Draft of reply
Hyde.		Signature
Manning.		Would like to discuss
Mettert.		File
Pidgeon.		Date
Robinson.		Note:
Smith, F.		
Spring.		
Stitt.		
Files.		

OPO 16—24460

Bagwell

Shower just O.K. in there let her write it

...ub Employees Union Local 6

...nal Alliance
...A. F. of L.

TEL. CIrcle 6-8323

MARTIN CODY,
Secretary-Treasurer

GERTRUDE LANE,
General Organizer

April 25, 1945

...r several days since attending
...ice on women's problems which you
...period. I have spent some time in looking over the notes which I took and the material which you provided for the delegates and I am now writing a detailed report for Mr. Flore, our International president, on the proceedings.

It occurred to me that I ought to take a few minutes out to let you know how extremely grateful I am for having had this opportunity to participate in the sessions. I learned a great deal from the discussions and feel imbued with a new vigor in tackling our problems. If in a small measure I was able, through my contributions, to help make the conference the success that it was, I am indeed happy.

I have always considered the work of the Women's Bureau of extreme importance, not only to the women in our industry, but to the entire industry, and I want to assure you that I will do all in my power to see that our International cooperates closely with your Department and works toward carrying out the proposals which came forth from the conference.

Sincerely yours,

Gertrude Lane

GERTRUDE LANE
General Organizer

GL:EJL
af/oe
23076



Hotel and Club Employees Union Local 6

of the Hotel and Restaurant Employees International Alliance
and Bartenders International League of America, A. F. of L.

412

701 EIGHTH AVENUE, NEW YORK CITY

TEL. CIrcle 6-8323

M. J. OBERMEIER,
President

MIGUEL GARRIGA,
Vice-President

HELEN BLANCHARD,
Vice-President

MARTIN CODY,
Secretary-Treasurer

GERTRUDE LANE,
General Organizer

WOMEN'S BUREAU
APR 2 1945
DEPARTMENT OF LABOR

April 25, 1945

Frieda Miller, Director
Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Miller:

I have been back in New York several days since attending the sessions of the conference on women's problems which you called at so timely a period. I have spent some time in looking over the notes which I took and the material which you provided for the delegates and I am now writing a detailed report for Mr. Flore, our International president, on the proceedings.

It occurred to me that I ought to take a few minutes out to let you know how extremely grateful I am for having had this opportunity to participate in the sessions. I learned a great deal from the discussions and feel imbued with a new vigor in tackling our problems. If in a small measure I was able, through my contributions, to help make the conference the success that it was, I am indeed happy.

I have always considered the work of the Women's Bureau of extreme importance, not only to the women in our industry, but to the entire industry, and I want to assure you that I will do all in my power to see that our International cooperates closely with your Department and works toward carrying out the proposals which came forth from the conference.

Sincerely yours,

Gertrude Lane

GERTRUDE LANE
General Organizer

GL:EJL
af/oe
23076



May 5, 1945

Mr. Sal B. Hoffman, International President
Upholsterers' International Union of North America
2812 North Broad Street
Philadelphia 32, Pa.

My dear Mr. Hoffman:

I am writing to tell you about the Women's Bureau conference which was held on April 19th and 20th with trade union women. We were very sorry that Miss Scardino could not attend. The press release enclosed gives a general idea of points discussed and the unions represented.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller, Director

FSM:RFN:eh

Upholsterers' International Union
OF NORTH AMERICA

Affiliated with the American Federation of Labor

2812 NORTH BROAD STREET • PHILADELPHIA 32, PENNA.

Telephones: RADcliff 6130 - 6131 - 6132

SAL B. HOFFMANN
President

March Twenty-Third
1 9 4 5

WOMEN'S BUREAU
DEPARTMENT OF LABOR

Miss Freida S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington, 25, D. C.

Did not come

Dear Miss Miller:

Thank you very much for your invitation to our organization to send a representative to the two day conference you are planning on questions of importance to women workers.

As representative of our organization I have designated Miss Margaret Scardino of the International staff.

It always is a pleasure to cooperate with your bureau.

With best wishes, I am,

Very truly yours,

Sal B. Hoffmann

SAL B. HOFFMANN
International President

We are sorry Miss S could not come

SBH:GCS
c.c. - M. Scardino

May 3, 1945

Miss Elizabeth Nord, Representative
Textile Workers Union of America
20 Olneyville Square
Providence 9, R. I.

My dear Miss Nord:

I deeply regret that you found it impossible to attend the Women's Bureau union conference held April 19th and 20th.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. Would it be possible for you to do this for your union? If not, could you see that a woman is designated for the T.W.U.A.?

There was certain information which was asked for more than once which the Bureau does not have. These items are listed on a separate sheet and it will be very helpful if you could send this information to us.

Yours sincerely,

Frieda S. Miller, Director

April 14, 1945

Miss Catherine Clark
United Steelworkers of America
718 Jackson Place, N.W.
Washington 6, D.C.

Dear Miss Clark,

We have a letter from Miss Preuhs regarding your coming to the banquet being held in honor of the American and British trade union women. I hope very much that you can come. Miss Preuhs has sent in reservations for two, without letting us know who the extra reservation is for, but we have assumed it was for you since she mentioned you in her letter. If you do not think this is correct, will you please telephone Miss Larrabee (Executive 2420, Branch 38) who is arranging the reservations.

Mr. McDonald has been informed that we are inviting Miss Preuhs to the Women's Bureau conference with union women, and that our conference limitations do not permit us to include the Washington representative of the unions as well. I regret any disappointment this may mean to you, and I'm sure you will hear through Miss Preuhs of the outcome of the discussions we have.

Sincerely yours,

Frieda S. Miller, Director

mb rfn

copy sent to Preuhs

April 13, 1945

Lucas

Miss Lucile Preuhs
United Steelworkers of America
1500 Commonwealth Building
Pittsburgh, Pa.

Dear Miss Preuhs,

We are very glad to know you are able to participate in the conference the Women's Bureau is having with union women. It convenes Thursday, April 19th, at 10 a.m.; there is an afternoon session at 2 p.m., and our last session will be Friday morning.

The banquet, as you know, is on the evening of April 18th. We received your request for 2 reservations, but as you did not indicate who the extra reservation was for, we have assumed it is for Miss Clark since you mentioned her in your letter. A copy of our letter to Miss Clark is enclosed.

I regret that our conference limitations do not permit us to include the Washington representatives of the unions, and we are writing Miss Clark to this effect. As you will see from our letter to her we expect she will hear about the results of the conference from the report you will be making to the union about it.

Sincerely yours,

Frieda S. Miller, Director

rfn

April 13, 1945.

Miss Catherine Clark,
United Steelworkers of America
718 Jackson Place, N. W.,
Washington, 6, D. C.

My dear Miss Clark:

Under separate cover you will receive an invitation to the banquet being held in honor of the American and British trade union women. I hope very much that you can come. We are not making reservations in advance without check or money received, and I trust you will send in your reservation as soon as possible.

Mr. McDonald has been informed that we are inviting Miss Preuhs to the Women's Bureau conference with union women, and that our conference limitations do not permit us to include the Washington representative of the unions. I regret any disappointment this may mean to you, and I'm sure you will hear through Miss Preuhs of the outcome of the discussions we have.

Sincerely yours,

Frieda S. Miller
Director.

FSM/RFN/nb

copy sent to Preuhs

Upholsterers' International Union
OF NORTH AMERICA

Affiliated with the American Federation of Labor

2812 NORTH BROAD STREET • PHILADELPHIA 32, PENNA.

Telephones: RADcliff 6130 - 6131 - 6132

SAL B. HOFFMANN
President

WOMEN'S BUREAU
APR 12 1945
DEPARTMENT OF LABOR

April 11th, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor,
Washington, D.C.

On May 5 wrote president but not to her

Dear Miss Miller:

It is with regret that I must write you that I am unable to be in Washington for the Conference called by the Women's Bureau and the Children's Bureau for April 18, 19 and 20. Illiness at home prevents my leaving Philadelphia even for a short trip. I have not notified you earlier hoping to find it possible to make other arrangements.

A woman substitute representing our organization at the Conference, I am sorry to say, is not available.

Our organization will be watching your program and giving its support in every way possible. We shall be looking forward to hearing about the results of the Conference.

With every best wish, I remain

Sincerely yours,

M. SCARDINO
OFFICE MANAGER

MS:AMW
afoe-18049

wrote president about results, but not her.

EMIL RIEVE
General President

GEORGE BALDANZI
Executive Vice-President

WILLIAM POLLOCK
General Sec'y-Treas.

Textile Workers Union of America

Affiliate of the C. I. O.

Greater Providence Joint Board
20 OLNEYVILLE SQUARE
PROVIDENCE 9, RHODE ISLAND

TELEPHONE
WEST 4823

April 5,
1945



Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thank you for your invitation to attend the conference being arranged by your department on the 19th and 20th of April. I am very much interested in the program you have outlined, but regret that the press of work here will not permit me to attend.

I would appreciate it if you would send me the findings of the conference, if you plan to have these printed.

Sincerely yours,

Elizabeth Nord

Elizabeth Nord
Representative, TWUA

EN/eb

Hotel and Club Employees Union Local 6

of the Hotel and Restaurant Employees International Alliance
and Bartenders International League of America, A. F. of L.

412

305 WEST 44th STREET • NEW YORK 18, N. Y.

TEL. CIrcle 6-8323

M. J. OBERMEIER, *President*

MIGUEL GARRIGA, *Vice-President*

SCOTTY ECKFORD, *Vice-President*

MARTIN CODY, *Secretary-Treasurer*

GERTRUDE LANE, *General Organizer*

WOMEN'S BUREAU
APR 5 1945
DEPARTMENT OF LABOR

April 3, 1945

Miss Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington, 25, D. C.

Dear Miss Miller:

I received your communication and the enclosed agenda for the conference scheduled for April 19th and 20th. Mr. Flore, our International President, had already informed me that he had designated me as the woman delegate to represent our International Union. I want to inform you that I will be most happy to participate in the conference proceedings.

It will also be possible for me to make arrangements to be in Washington on April 18th. I am, therefore, in a position to tell you now that I will be able to participate in the Banquet honoring the American and British Trade Union Women's Delegations.

As you have suggested in your communication, I will immediately take care of both travel and hotel reservations.

Again, let me state, that I look forward, with much pleasure, to seeing you and participating, with you, in the important and timely conference you have planned.

Very truly yours,

Gertrude Lane

GERTRUDE LANE
General Organizer

GL:EJL
af/oe
23076



PARTICIPATION OF WOMEN MEMBERS IN UNION AFFAIRS

1. Name of international union _____

2. Women members of Executive Board. Yes___ No___ Number_____

3. Women officers of international union. Yes___ No___ Number_____

   a. Offices held _____

   _____

   _____

4. Women presidents of local unions:

Local union number	Name of president	Address

5. Recent or expected cutbacks in employment affecting women members -

Name of plant	City	Products	Date of layoff	Total Employment		Layoff	
				Men	Women	Men	Women

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

WASHINGTON, D.C. APR 3 8-PM 1945

PENALTY FOR PRIVATE USE TO AVOID PAYMENT OF POSTAGE, $300

118

Bagwell

Miss Helen Blanchard,
Congress of Industrial Organizations,
718 Jackson Place, N.W.,
Washington, D.C.

WASHINGTON, D.C. APR 5 7:30PM 1945

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

April 2, 1945

Miss Helen Blanchard
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C.

My dear Miss Blanchard:

The Women's Bureau is calling a conference to discuss questions of importance to women workers.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference as a representative of the Congress of Industrial Organizations. A copy of the agenda is enclosed and further information about the banquet is being forwarded you.

Sincerely yours,

Frieda S. Miller

Frieda S. Miller,
Director

WOMEN'S BUREAU, U. S. DEPARTMENT OF LABOR

CONFERENCE OF WOMEN REPRESENTATIVES OF LABOR UNIONS ON WAR AND POSTWAR ADJUSTMENTS OF WOMEN WORKERS

April 19-20, 1945, Department of Labor Building - Room 3135
Washington, D. C.

Thursday - Two sessions, 10:00 A. M. and 2:00 P. M.

A. Union Program of Women's Bureau

1. Survey of women in unions in war industries

2. Plans for future program

B. Union Programs for Women Members

1. Union responsibility for problems of working conditions and standards.

2. Union responsibility of women members.

C. Union Interest in Plans For Jobs For Women

1. Accomplishment of unions in establishing and maintaining the rate for the job, abolishing separate seniority lists for men and women, etc.

2. Public facilities for giving women adequate counseling, opportunities for vocational training.

3. Government postwar plans to include consideration for women.

4. Women members of postwar planning committees in the community.

Friday - One session, 10:00 A. M.

D. Union Women's Share in Community Activities and Community Responsibilities.

1. Community facilities for recreation, etc.

2. Public transportation, adjusted hours of service at banks, stores, laundries, beauty parlors, etc.

3. Union participation - representation by women members on welfare committees, school boards, joint legislative committees

E. Maternity Benefits For Working Wives of Service Men.

F. Review and findings.

HERMAN WINTER
INT'L PRES. AND SEC'Y-TREAS.

JOS. SCHMIDT
INT'L 1ST VICE-PRES. AND COR. SEC'Y

WM. F. SCHNITZLER
INT'L 2ND VICE-PRES. AND FIN. SEC'Y

Affiliated with the American Federation of Labor

BAKERY & CONFECTIONERY WORKERS

INTERNATIONAL UNION OF AMERICA



TELEPHONE
BITTERSWEET 1711

INTERNATIONAL OFFICE BLDG.

GENERAL OFFICES
2719 N. WILTON AVE.

Chicago 14, Ill.

March 30, 1945.

WOMEN'S BUREAU
APR 2 1945
DEPARTMENT OF LABOR

Miss Frieda S. Miller,
Director, Women's Bureau,
U. S. Department of Labor,
Washington 25, D. C.

Dear Madam:

Following adjournment of our General Executive Board, which completed its annual session, I found your letter of March 10, advising with reference to meeting that you are planning for a two-day conference with a group of key union women to confer on questions of importance to women workers during the war period for the purpose of working out plans for dealing with adjustments following the period from war to peace and requesting that we nominate a woman leader to take part in the discussions at this conference.

I am herewith submitting for your consideration the name of Miss Anna Rizzo, woman organizer of our Local 452, Bronx, New York. We would be pleased, indeed, if she were selected to participate in this conference. She represents a great number of women workers employed in the candy and confectionery industry and has a thorough knowledge of their many problems. We highly recommend her.

Very truly yours,

Herman Winter

President & Sec'y-Treasurer

Reach already invited - See Ziegler's letter attached (3/26/45)

P.S. The above named can be addressed at 281 Clifton Place, Brooklyn, N. Y.

Copy to
Anna Rizzo

HOLD TO LIGHT AND NOTE WATERMARK

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		*From—*	*Re Attached Please—*
	Anderson.		Approve
	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
	Pidgeon.		Date
	Robinson.		Note:
	Smith, F.		
	Spring.		
	Stitt.		
	Files.		

GPO 16—24460

v Bagwell. for your T. U. conf. files

not sent

Mr. Matthew J. Burns, President
International Brotherhood of Paper Makers
30 Sheridan Avenue
Albany 1, N. Y.

Dear Mr. Burns:

I have your letter of March 24 and appreciate deeply the trouble you have gone to, to try to meet the request contained in my letter to you of March 10.

You are quite right in assuming that it is a member of your organization whose participation in the Women's Bureau conference I was seeking. Indeed, it is our purpose in calling this conference to bring together active union women from the various Internationals for the purpose of an interchange of their experiences during the war period and to get their consideration of problems that lie ahead.

We realize, of course, that there are a number of fields of trade union activity in which women have only recently participated. However, certain field studies which the Bureau has been making during the war indicate that women are interested in their work in new industries and in labor organizations where they have not previously participated, and that they are frequently desirous of background information that would make them more effective union members, and of the experience of women in unions where they have long participated. Accordingly, it was our feeling that such a meeting would be valuable to the women themselves in understanding their experience as well as being valuable to the Bureau in indicating to us ways in which we could be of assistance to them in carrying out the statutory obligations of

the Bureau to assist women to better employment opportunity.

Because of all this, I regret very much that your review of your own situation and your conference with Mr. Burke have led you to the conclusion that there is no woman in the membership of either group whose attendance you feel would be beneficial. If by any chance, such as communications from your locals, a new suggestion should come between now and mid-April, I would be glad to have it and in any case I sincerely hope that between now and the time when next the Women's Bureau is calling a conference of trade union women, some opportunity will arise which will permit you to urge your women members to extend their knowledge of their union responsibility and their practice of it enough to qualify them to join us at these subsequent meetings.

Sincerely yours,

Frieda S. Miller, Director

Brotherhood of Paper Makers

ON LABEL TRADES DEPARTMENT, THE TRADES AND LABOR CONGRESS OF CANADA, NEWFOUNDLAND FEDERATION OF LABOR AND WORKERS EDUCATION BUREAU

IDENT JOSEPH ADDY, SEC.-TREAS.

RUSSELL DRUMMOND, 5TH VICE-PRES.
STOCKTON HOTEL, STOCKTON, CALIF.
JOHN R. JONES, 6TH VICE-PRES.
16 108TH ST., TROY, N. Y.
HARVEY RAYMOND, 7TH VICE-PRES.
1 WOODRUFF AVE., ST. CATHARINES, ONT.
DAVID S. LARNER, AUDITOR
DELAWARE GRILL HOTEL, TONAWANDA, N. Y.

RIDAN AVENUE, ALBANY 1, N.Y. Dial 5-7388

OFFICE OF THE PRESIDENT

March 24, 1945

WOMEN'S BUREAU
MAR 2 1945
DEPARTMENT OF LABOR

er, Director
nt of Labor
D. C.

r:

is to answer your letter of March 10th dvise me of the conference that you plan to call of key union women in the very near future and you ask me to nominate a woman leader from the International Brotherhood of Paper Makers as a delegate to this conference.

While your letter does not so state in so many words, I am assuming that it is intended I am to nominate a member of the International Brotherhood of Paper Makers, or at least some one from the paper mill unions.

I have checked over all of the names of women members of the International Brotherhood of Paper Makers and I am unable to find among these names anyone who has what I deem the qualifications for such an assignment. I recognize that it is going to take a woman of much knowledge and understanding, as well as vision, to qualify and contribute anything worthwhile to your conference.

I also talked to Mr. John P. Burke, the President of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the other major International Union in the pulp and paper industry, as he has a quite a number of women organizers on his payroll. His reactions were the same as mine - he felt that we did not have women representatives that could qualify for this job.

I am sorry I have to report this to you. However, I would rather be frank about it than to embarrass either yourself or some candidate that I might nominate who could not qualify.

International Brotherhood of Paper Makers

AFFILIATED WITH AMERICAN FEDERATION OF LABOR, UNION LABEL TRADES DEPARTMENT, THE TRADES AND LABOR CONGRESS OF CANADA, NEWFOUNDLAND FEDERATION OF LABOR AND WORKERS EDUCATION BUREAU

MATTHEW J. BURNS, PRESIDENT — JOSEPH ADDY, SEC.-TREAS.

PAUL L. PHILLIPS, 1ST VICE-PRES.
30 SHERIDAN AVE., ALBANY 1, N. Y.

FRANK P. BARRY, 2ND VICE-PRES.
30 SHERIDAN AVE., ALBANY 1, N. Y.

JOHN W. BAILEY, 3RD VICE-PRES.
1618 COLGROVE AVE., KALAMAZOO, MICH.

ARTHUR D'AOUST, 4TH VICE-PRES.
31 BINET ST., HULL, QUEBEC

RUSSELL DRUMMOND, 5TH VICE-PRES.
STOCKTON HOTEL, STOCKTON, CALIF.

JOHN R. JONES, 6TH VICE-PRES.
16 108TH ST., TROY, N. Y.

HARVEY RAYMOND, 7TH VICE-PRES.
1 WOODRUFF AVE., ST. CATHARINES, ONT.

DAVID S. LARNER, AUDITOR
DELAWARE GRILL HOTEL, TONAWANDA, N. Y.

30 SHERIDAN AVENUE, ALBANY 1, N.Y.

Dial 5-7388

OFFICE OF THE PRESIDENT

March 24, 1945

WOMEN'S BUREAU, MAR 27 1945 DEPARTMENT OF LABOR

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

This is to answer your letter of March 10th in which you advise me of the conference that you plan to call of key union women in the very near future and you ask me to nominate a woman leader from the International Brotherhood of Paper Makers as a delegate to this conference.

While your letter does not so state in so many words, I am assuming that it is intended I am to nominate a member of the International Brotherhood of Paper Makers, or at least some one from the paper mill unions.

I have checked over all of the names of women members of the International Brotherhood of Paper Makers and I am unable to find among these names anyone who has what I deem the qualifications for such an assignment. I recognize that it is going to take a woman of much knowledge and understanding, as well as vision, to qualify and contribute anything worthwhile to your conference.

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I am sorry I have to report this to you. However, I would rather be frank about it than to embarrass either yourself or some candidate that I might nominate who could not qualify.

If there is anything more that I can do about this matter, please feel free to talk to me about it. Thank you for having written me.

Sincerely yours

Matthew J. Burns

MJB:mh

Matthew J. Burns, President
International Brotherhood
of Paper Makers

National Women's Trade Union League of America

ENDORSED BY THE AMERICAN FEDERATION OF LABOR AND THE TRADES AND LABOR CONGRESS OF CANADA

ROSE SCHNEIDERMAN, President
UNITED HATTERS, CAP & MILLINERY WORKERS' UNION

MARY E. DREIER, Vice-President
NEW YORK WOMEN'S TRADE UNION LEAGUE

ELISABETH CHRISTMAN, Secretary-Treasurer
GLOVE WORKERS' UNION

EXECUTIVE BOARD

MARION BURNS — STENOGRAPHERS' UNION
MOLLIE DOWD — RETAIL CLERKS' UNION
AGNES NESTOR — GLOVE WORKERS' UNION
PAULINE M. NEWMAN — LADIES' GARMENT WORKERS' UNION
MRS. RAYMOND ROBINS — CHICAGO WOMEN'S TRADE UNION LEAGUE
MARY N. WINSLOW — D. C. WOMEN'S TRADE UNION LEAGUE

21

LOCAL BRANCHES

BIRMINGHAM, ALA.
BLOOMINGTON-NORMAL, ILL.
BOSTON
CHICAGO
FORT FRANCES, ONT., CANADA
ILLINOIS
KANSAS CITY, MO.
KELSO-LONGVIEW, WASH.
NEW YORK
RACINE, WIS.
ST. LOUIS
TOLEDO
WASHINGTON, D. C.
WORCESTER, MASS.

317 MACHINISTS BUILDING
WASHINGTON 1, D. C.

March 21,
1945

Miss Frieda S. Miller
Director, Women's Bureau
U.S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Thanks for your letter concerning your proposed two-day conference to be held at the time of arrival of the trade union women from England.

I will hold myself in readiness but hope the conference can be held during April because the first two weeks in May I will be busy with a National League conference and a meeting of the National Executive Board.

Faithfully yours,

Elisabeth Christman
Secretary-Treasurer

EC:b

WOMEN'S BUREAU
MAR 2 1945
DEPARTMENT OF LABOR

Letters to Unions

re union Conference 4/19-20/45

II AFL

Invitation

April 2, 1945

Miss Florence Thorne
Research Director
American Federation of Labor
901 Massachusetts Ave. N.W.
Washington, D. C.

My dear Miss Thorne:

The Women's Bureau conference about which I wrote you on March 10th has now been set for April 19th and 20th, here in the Department of Labor.

The banquet in honor of four women representatives of American labor unions who were sent to England and four British trade union women who are returning with our representatives to visit the United States, is being arranged by the Children's Bureau and the Women's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I enclose a copy of the agenda, and information about the banquet will be forwarded to you also. I hope very much that you can attend the banquet and the conference.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

April 2, 1945

Mrs. Jane Gratz
International Chemical Workers, Local No. 16
American Federation of Labor
3969 Detonty Street
St. Louis 10, Mo.

My dear Mrs. Gratz:

~~[redacted]~~ Mr. H. A. Bradley, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that ~~he has suggested your name to us~~ wishes you to attend as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincindes with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the International Chemical Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

sent to Room 213 1012 W. Third St. Milwaukee, Wis.

March 31, 1945

Miss Eleanor Raasch
Bakery & Confectionary Workers
International Union of America
American Federation of Labor
1012 W. 3rd Street
Milwaukee 3, Wisconsin

My dear Miss Raasch:

I believe Mr. William Schnitzler, vice president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Bakery and Confectionary Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:rh

Send to — Atlantic Hotel, Chicago, Ill.

March 31, 1945

Miss Clara Stegman
International Brotherhood of Bookbinders
American Federation of Labor
901 Massachusetts Ave., N.W.
Washington, D. C.

My dear Miss Stegman:

I believe Mr. John B. Haggerty, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the International Brotherhood of Bookbiners. A copy of the agenda is enclosed.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

March 31, 1945

Miss Lucy Oppenheim, Vice President
United Hatters, Cap and Millinery Workers
International Union,
American Federation of Labor
31 W. 37th Street
New York 18, N. Y.

My dear Miss Oppenheim:

I believe Mr. Zaritsky, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Hatters, Cap and Millinery Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Gertrude Lane
Hotel Club Employees Union, Local 6
American Federation of Labor
304 W. 44th Street
New York 18, N. Y.

My dear Miss Lane:

I believe Mr. Edward Flore, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and program affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

The conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Hotel Club Employees. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Mary Taccone, Assistant Director
Woolen Textile Workers of America
American Federation of Labor
575 A Essex St.
Lawrence, Mass.

My dear Miss Taccone:

I believe Mr. Anthony Valente, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Woolen Textile Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

March 31, 1945

Miss Margaret Scardino
Upholsterers International Union of America
American Federation of Labor
2812 N. Broad Street
Philadelphia 32, Pa.

My dear Miss Scardino:

I believe Mr. Sal B. Hoffman, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Upholsterers International Union. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

April 24, 1945

C
I
O

Miss Katherine Pollak Ellickson
Assistant Director of Research
Congress of Industrial Organizations
718 Jackson Place, N.W.
Washington 6, D. C.

Dear Miss Ellickson:

I enclose the list you requested of women who attended our union conference.

We hope to have the summary report of the conference ready in a few days and will mail you a copy then.

Very sincerely,

Frieda S. Miller,
Director

FSM:MB/eh

April 13, 1945

Miss Josephine Timms
Int'l Secretary-Treasurer
American Communications Association
Congress of Industrial Organizations
5 Beekman Street
New York 7, N. Y.

Dear Miss Timms:

I very deeply regret that you cannot attend our union conference here in the Department of Labor next week. We do, of course, want your union to participate and will be glad to have Miss Shandros come as your substitute.

I am writing Miss Shandros that we will expect her to attend.

I hope that Miss Shandros' report and the findings, which we will send to you, will be useful to your union.

I would like very much to meet you and will look forward to doing so at some time in the future.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

March 31, 1945

Miss Katharine Ellickson
Assistant Research Director
Congress of Industrial Organizations
718 Jackson Place, N.W.
Washington, D. C.

Dear Miss Ellickson:

I am very happy to know that you expect to participate in the Women's Bureau conference of union women representatives which has now been set for April 19th and 20th here in the Department of Labor.

The banquet in honor of the four women representatives of American labor unions who were sent to England and the four British trade union women who are returning with our representatives to visit the United States, is being arranged by the Children's Bureau and the Women's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I enclose a copy of the agenda. Information about the banquet is being forwarded to you also. I hope that you can attend the banquet as well as the conference.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

March 31, 1945

Mrs. Mildred Jeffrey, Director
Women's Bureau, War Policy Division
United Automobile Workers
Congress of Industrial Organizations
411 W. Milwaukee Ave.
Detroit 2, Mich.

My dear Mrs. Jeffrey:

I believe Mr. R. J. Thomas, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attand our conference to represent the United Automobile Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Mrs. Dorothy Bellanca, Vice President
Amalgamated Clothing Workers of America
Congress of Industrial Organizations
15 Union Square
New York City, N. Y.

Dear Mrs. Bellanca:

I am very happy to hear that you plan to attend the Women's Bureau conference which has now been set for April 19th and 20th, here in the Department of Labor. The banquet which is being arranged by the Children's Bureau and the Women's Bureau will be on the preceding evening, April 18th.

The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings about which they will write you.

I enclose a copy of the agenda and if you will let us know immediately if you can attend on these dates we will forward the travel request and further information about the banquet.

I very much hope that you can be here for the banquet as well as our conference and look forward to seeing you at that time.

Sincerely yours,

Frieda S. Miller
Director

FSM:MB:eh

March 10, 1945.

Miss Josephine Timms, Secretary
American Communications Association, CIO,
1319 F St., N. W. Room 802,
Washington, D. C.

My dear Miss Timms:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of ~~36~~ 24 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the A. C. A. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

Asso. Sec. - P. Selly
5 Beekman St.,
N.Y. 3

March 31, 1945

Miss Alice Smith
Vice President, District Council 11
United Electrical Radio & Machine Workers of America
Congress of Industrial Organizations
166 W. Jackson Blvd.
Chicago 4, Ill.

My dear Miss Smith:

I believe Mr. Albert J. Fitzgerald, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, an d that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Electrical Radio & Machine Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Mrs. Ruth Young, Exec. Secy.
District Council No. 4
United Electrical Radio & Machine Workers of America
Congress of Industrial Organizations
17 William Street
Newark 2, New Jersey

My dear Mrs. Young:

I believe Mr. Albert J. Fitzgerald, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Electrical Radio & Machine Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Dolores Pinta
United Farm Equipment & Metal Workers of America
Congress of Industrial Organizations
1110 South Oakley Blvd.
Chicago, Ill.

My dear Miss Pinta:

I believe Mr. Grank W. Oakes, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Farm Equipment and Metal Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Cornelia Anderson, National Educational Director
Food, Tobacco, Agricultural, and Allied Workers
Union of America
Congress of Industrial Organizations
Room 418, 1505 Race Street
Philadelphia 2, Pa.

My dear Miss Anderson:

I believe Mr. Donald Henderson, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Food, Tobacco, Agricultural, and Allied Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transporation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Justine Seeman
Women's Committee, Local 16
Industrial Union of Marine and Shipbuilding
Workers of America
Congress of Industrial Organizations
9 Tube Concourse
Jersey City, N. J.

Dear Miss Seeman:

I am very happy to know that you can attend the Women's Bureau union conference and I do appreciate the interest expressed by you and Mr. MacPherson.

I would like so much to extend the number invited to include additional people from several unions who have asked for this privilege. However, due mainly to the request of the ODT that meetings be kept below fifty, I am sorry to have to say that it will not be feasible to increase the number attending.

The conference has been set for April 19th and 20th, here in the Department of Labor. A copy of the agenda is enclosed.

The banquet in honor of the four women representatives of American labor unions who were sent to England and the four British trade union women who are returning with our representatives to visit the United States, is being arranged by the Children's Bureau and the Women's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

Travel expense and $6.00 per diem will be paid by the Department of Labor. We will foward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Jennie Shuck, Field Representative
United Packinghouse Workers of America
Congress of Industrial Organizations
President Hotel
Waterloo, Iowa

My dear Miss Shuck:

I believe Mr. Lewis J. Clark, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Packinghouse Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller,
Director.

FSM:MB:en

March 31, 1945

Miss Evelyn Adler
National Social Service Division
United Office & Professional Workers of America
Congress of Industrial Organizations
1860 Broadway
New York 23, N. Y.

My dear Miss Adler:

I believe Mr. L. Merrill, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Office & Professional Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Freda Casso
United Shoe Workers of America
Congress of Industrial Organizations
560 W. 163rd Street
New York 52, N. Y.

My dear Miss Casso:

I believe Mr. Frank R. McGrath, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Shoe Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Lucia M. Preuhs
United Steelworkers of America
Congress of Industrial Organizations
1500 Commonwealth Bldg.
Pittsburgh 22, Pa.

My dear Miss Preuhs:

I believe Mr. David J. McDonald, Secretary-Treasurer of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

The conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American Labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the United Steelworkers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are alway very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 30, 1945

Miss Elizabeth Nord
Textile Workers Union of America
Congress of Industrial Organizations
20 Olneyville Square
Providence, R. I.

My dear Miss Nord:

I believe Mr. Emil Rieve, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, bot as to union policies and program affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Textile Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you willbe here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 13, 1945.

Miss Justine Seeman, Chairman,
Women's Committee,
Marine and Shipbuilding Workers of America,
Congress of Industrial Organizations,
Jersey City 6, N. J.

My dear Miss Seeman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I hope very much that you can attend this conference to represent the Marine and Shipbuilding Workers. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me know if you can come we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

John Green
534 Cooper St.
Camden, N.J.

April 10, 1945

Miss Margaret Tate
Business Manager of Local #262
United Retail Bakery Chain Store Employees Union
147 West 42nd Street
New York City, N. Y.

My dear Miss Tate:

Mr. Samuel Wolchok, president of your union has suggested you as the representative of your union to attend a conference which the Women's Bureau is calling to discuss questions of importance to women workers.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference and the banquet. A copy of the agenda is enclosed.

Travel expense and a $6.00 per diem will be paid by the Department of Labor. The transportation request has been sent to you. Will you let us know immediately if you can attend.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

April 10, 1945.

Miss Susan Jennette,
Box 33,
Wilmington, N. C.

My dear Miss Jennette:

Mr. George M. Harrison, president of your union has suggested you as the representative of your union to attend a conference which the Women's Bureau is calling to discuss questions of importance to women workers.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children'sBureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference. A copy of the agenda is enclosed.

Travel expense and a $6.00 per diem will be paid by the Department of Labor. The transportation request has been sent to you. Will you let us know immediately if you can attend.

Sincerely yours,

Frieda S. Miller
Director

FSM/MB/nb

April 5, 1945

Miss Pauline Newman
Union Health Center
275 - 7th Avenue
New York, N. Y.

Dear Miss Newman:

I am very happy to hear from Mr. David Dubinsky, president of your union, that you will represent the I.L.G.W.U. at the Women's Bureau conference to discuss questions of importance to women workers.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

Travel expense and $6.00 per diem will be paid by the Department of Labor. I enclose a copy of the agenda and am forwarding a government transportation request.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

Mrs. Hazel Heller, Representative
United Garment Workers of America
625 Peoples Bank Bldg.
Indianapolis, Ind.

My dear Mrs. Heller:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect. It will also offer an opportunity for trade union women as a group to give some consideration to further action on the cooperative program (the Reconversion Blueprint, etc.) adopted by conference of representatives of 30 national organizations of women (including A.F.L. and C.I.O.) held under the auspices of the Women's Bureau last December. This program was adopted in recognition of an aim of common interest to which the women members of some trade unions have already given definite recognition and which their organizations are working to develop.

The date of the conference has been set for April 19 and 20, which coincides with the arrival of four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are returning with our representatives for a tour of the United States. A banquet is being arranged in their honor by the Children's Bureau and the Women's Bureau for the evening of April 18, just preceding the conference. This will make it possible for the conference group to hear the first reports of these women.

I shall be very glad to have you attend the conference to represent the United Garment Workers. A copy of the agenda is enclosed. Travel expense and a $6.00 per diem will be paid by the Department of Labor. If you will let me know immediately if you can attend, the transporation request and information about the banquet will be sent to you. You can then make your reservation for the banquet.

Sincerely yours,

Frieda S. Miller, Director

March 31, 1945

Miss Dollie Lowthar
c/o Laundry Workers Joint Board
Amalgamated Clothing Workers of America
160 Fifth Avenue
New York, N. Y.

My dear Miss Lowthar:

I believe Mr. Jacob S. Potofsky, general secretary-treasurer of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the Amalgamated Clothing Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

FSM:MB:eh

Frieda S. Miller, Director

March 31, 1945

Miss Frances V. Smith
National Federation of Telephone Workers
730 Michigan Bldg.
Detroit 26, Michigan

My dear Miss Smith:

I believe Mr. Jos. Beirne, president of your union, has advised you that the Women's Bureau is calling a conference to discuss questions of importance to women workers, and that he has suggested your name to us as the union's representative at this meeting.

I feel that a joint conference of key union women at this time will be valuable, both as to union policies and programs affecting women, and also as to planning that is being done regarding employment shifts from war to peace.

This conference has been set for April 19th and 20th here in Washington, in the Department of Labor, and coincides with the arrival of four women representatives of American labor unions who were sent to England, and the four British trade union women who are returning with our representatives to visit the United States.

A banquet is being arranged in their honor by the Women's Bureau and the Children's Bureau for the evening of April 18th. The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings, about which they will write you.

I hope very much that you can attend our conference to represent the National Federation of Telephone Workers. A copy of the agenda is enclosed.

Travel expense and $6.00 per diem will be paid by the Department of Labor. Will you let us know immediately if you can attend, and if you will be here for the banquet, too? We will then forward the government transportation request, and in the meantime you should make your travel reservations. I urge also that you reserve a hotel room here at once, unless you are staying with friends, as hotels are always very crowded.

Sincerely yours,

Frieda S. Miller, Director

FSM:MB:eh

March 31, 1945

Miss Elizabeth Christman, Secretary-Treasurer
National Women's Trade Union League
317 Machinists Bldg.
Washington 1, D. C.

Dear Miss Christman:

I am very happy to have your letter saying that you will attend the Women's Bureau conference which has now been set for April 19th and 20th here in the Department of Labor.

The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings about which they will write you.

A copy of the agenda is enclosed. I very much hope that you can attend the banquet also.

Sincerely yours,

Frieda S. Miller
Director

FSM:MB:eh

March 31, 1945

Miss Mary G. Gannon, President
Washington Telephone Traffic Union
1339 - 14th Street, N.W.
Washington 5, D.C.

Dear Miss Gannon:

I am very happy to have your letter saying that you will attend the Women's Bureau conference which has now been set for April 19th and 20th, here in the Department of Labor.

The Children's Bureau is taking advantage of this opportunity to arrange for two additional meetings about which they will write you.

A copy of the agenda is enclosed. I very much hope that you can attend the banquet also.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

Letters to Lucinio

I

March 26, 1945

Mr. David Dubinsky, President
International Ladies' Garment Workers' Union
American Federation of Labor
1710 Broadway
New York, N. Y.

My dear Mr. Dubinsky:

I wrote to you on March 16 asking that you assign Mrs. Maida Springer to represent the International Ladies' Garment Workers' Union at the Women's Bureau conference of union women. Now I learn that the arrangements for the women returning from Britain are such that Mrs. Springer will be tied up with outside program for a considerable part of our conference time. Because the International Ladies' Garment Workers does such an important job of organization among women, it would seem to me very unfortunate not to have you represented throughout our conference. I should therefore like in addition to invite Miss Pauline Newman as a second representative from your union if this meets with your approval. The meeting will take place on April 19 and 20 here in the Labor Department building. Traveling expense and a $6.00 per diem will be paid.

As soon as we hear from you we will forward further details about the conference and the banquet, which is being arranged by the Children's Bureau and the Women's Bureau in honor of the British and United States union representatives for the evening of April 18, directly to Miss Newman.

Sincerely yours,

Frieda S. Miller, Director

FM:IS

March 19, 1945.

Mr. George M. Harrison, President
Railway & Steamship Clerks,
Freight Handlers, Express ' Station
Employees,
American Federation of Labor,
Court and Vine Sts.,
Cincinnati 2, Ohio

My dear Mr. Harrison:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of ynion women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 16, 1945

Mr. Edward J. Brown, President
International Brotherhood of Electrical Workers of America
American Federation of Labor
1200 - 15th St., N. W.,
Washington, D. C.

My dear Mr. Brown:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the group of women trade union representatives of the United States who have been to England and the British trade union representatives who are to return with them. Arrangements have already been made for the entire group to spend part of the time they will be in Washington at the conference and to attend a banquet which is being arranged by the Women's Bureau and Children's Bureau. Since Mrs. Julia Parker of the International Brotherhood of Electrical Workers of America is a member of the United States women's delegation we would very much like to have her serve also as a member of this conference. We would deeply appreciate it if you, as executive officer of your union, would assign her to represent the Electrical Workers.

For your information, I will forward an agenda and further details about the conference a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/eh

March 16, 1945

Mr. David Dubinsky, President
International Ladies' Garment Workers' Union
American Federation of Labor
1710 Broadway
New York City, N. Y.

My dear Mr. Dubinsky:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them/plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the group of women trade union representatives of the United States who have been to England and the British trade union representatives who are to return with them. Arrangements have already been made for the entire group to spend part of the time they will be in Washington at the conference and to attend a banquet which is being arranged by the Women's Bureau and Children's Bureau. Since Mrs. Maida Springer of the International Ladies' Garment Workers' Union is a member of the United States women's delegation we would very much like to have her serve also as a member of this conference. We would deeply appreciate it if you, as executive officer of your union, would assign her to represent the Ladies' Garment Workers.

For your information, I will forward an agenda and further details about the conference a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/eh

March 16, 1945

Mr. Alexander McKeown, President
American Federation of Hosiery Workers, CIO
2319 Broad Street
Philadelphia, Pa.

My dear Mr. McKeown:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women leaders have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the group of women trade union representatives of the United States who have been to England and the British trade union representatives who are to return with them. Arrangements have already been made for the entire group to spend part of the time they will be in Washington at the conference and to attend a banquet which is being arranged by the Women's Bureau and Children's Bureau. Since Miss Anne Merkovich of the Hosiery Workers' union is a member of the United States women's delegation we would very much like to have her serve also as a member of this conference. We would deeply appreciate it if you, as executive officer of your union, would assign her to represent the Hosiery Workers.

For your information, I will forward an agenda and further details about the conference a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/eh

March 13, 1945.

Mr. Sal B. Hoffman, President
Upholsterers' International Union of North America
American Federation of Labor,
2512 N. Broad St.,
Philadelphia, Pa.

My dear Mr. Hoffman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 13, 1945.

Mr. S. H. Dalrymple, President,
United Rubber Workers of America,
Congress of Industrial Organizations,
503 United Building,
Akron, Ohio

My dear Mr. Dalrymple:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I am writing to ask if you, as the executive officer of your internationa union, will nominate a woman leader to take part in the discussion at this conference and send herher name, title and address, at your earliest convenience. Expenses of the union woman will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 13, 1945.

Mr. Frank McGrath,
United Shoe Workers of America,
Congress of Industrial Organizations,
917 - 15th St., N. W.,
Washington, D. C.

My dear Mr. McGrath:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international uninns have adopted and put into effect.

Uninn women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, inclding railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 13, 1945.

Miss Elisabeth Christman, Secretary-Treasurer
National Women's Trade Union League,
317 Machinists Building,
Washington 1, D. C.

My dear Miss Christman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women to a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the National Women's Trade Union League. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. John J. Mara,
Boot and Shoe Workers Union,
American Federation of Labor,
246 Summer St.,
Boston 10, Mass.

My dear Mr. Mara:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, "The Reconversion Blueprint for Women", which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at the joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Anthony Valente, President,
Textile Workers of America, United
American Federation of Labor,
The Stewart Building,
402 - 6th St., N. W.,
Washington 1, D. C.

My dear Mr. Valente:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you, as executive officer of your union, will nominate a woman leader to be invited to the conference. I have thought of Miss Mary Taconne of your Woolen and Worsted Division, of whom you spoke to Miss Bagwell when she was in your office last week. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB?nb

March 12, 1945.

Mr. Sidney Hillman, President,
Amalgamated Clothing Workers of America,
Congress of Industrial Organizations,
15 Union Square,
New York City, N. Y.

My dear Mr. Hillman:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the programs, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to invite Mrs. Bellanca, who has served the Bureau in the capacity of consultant and as a member of our advisory committee. In view of the extremely low wage scale in the service trades and the fact that many women from the war industries will necessarily seek employment in this field after the war, we feel that some attention should be given in the conference to these problems. I would like to invite a representative of the organized laundry industry and to have you nominate a woman leader from the Amalgamated Laundry Division. Taveling expenses will be paid by the Women's Bureau and also a $6 per diem.

I hope very much that Mrs. Bellanca can attend. If you will let us hear from you at your earliest convenience we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mrs. Dorothy Bellanca, Vice President,
Amalgamated Clothing Workers of America,
Congress of Industrial Organizations,
15 Union Square,
New York City, N. Y.

My dear Mrs. Bellanca:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joing conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I hope very much that you can attend this conference to represent the Amalgamated. I am writing to Mr. Hillman today about the conference and to ask that he nominate someone from the laundry division as I feel that the service trades should be represented. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let us know if you can come we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. R. J. Thomas, President,
United Automobile, Aircraft & Agricultural
Implement Workers of America,
411 W. Milwaukee,
Detroit, Michigan.

My dear Mr. Thomas:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

We would like, if this meets with your approval, to invite Mrs. Jeffrey. The expense of travel and a $6 per diem for the two days will be paid by the Women's Bureau. 620 Maccabees Bldg Detroit 2, Mich

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference. Since Mrs. Grace Blackett will be with the group returning from England we will expect her also to represent the U. A. W. A.

As soon as we hear from you we will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Albert J. Fitzgerald, President,
United Electrical, Radio & Machine Workers of America,
Congress of Industrial Organizations,
11 East 51st St.,
New York City, 22, N. Y.

My dear Mr. Fitzgerald:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

We would like, if it meets with your approval to invite, Miss Young, who has been our consultant for some time and also Alice Smith, who has worked with our field representatives to come from the Chicago area. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

As soon as we hear from you will will forward further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 12, 1945.

Mr. Grant W. Oakes, President,
United Farm Equipment & Metal Workers of America,
Congress of Industrial Organizations,
185 W. Randolph St.,
Chicago 1, Illinois

My dear Mr. Oakes:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies andprograms especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask that you,as executive officer of your international union, nominate a woman leader to represent the U. F. E. W. I had thought of Mrs. Dolores Pinta or someone from the Chicago agea. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Lewis Merrill, President,
United Office & Professional Workers of America,
1860 Broadway
New York 23, N. Y.

My dear Mr. Merrill:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I shall be very glad to invite Evelyn Adler and hope that she can attend. If that should be impossible will you nominate a substitute woman leader to be invited. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 12, 1945.

Mr. Emil Rieve, President,
Textile Workers Union of America,
Congress of Industrial Organizations,
15 Union Square,
New York 3, N. Y.

My dear Mr. Rieve:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I shall be very glad to invite Miss Elizabeth Nord and hope that she can attend. If that should be impossible will you nominate a substitute woman leader to be invited. Expenses will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

If you will let me hear at your earliest convenience who will be able to attend from your union I will forward further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Miss Florence Thorne, Director,
Research Department,
American Federation of Labor,
901 Massachusetts Ave., N. W.,
Washington 1, D. C.

My dear Miss Thorne:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the A. F. of L. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. Herman Winter, President
Bakery & Confectionery Workers'
International Union of America,
2719 No. Wilton Ave.,
Chicago 14, Illinois.

Dear Mr. Winter:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $5 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 10, 1945.

Mr. John B. Haggerty
International Brotherhood of Bookbinders,
901 Massachusetts Ave., N. W.,
Washington 1, D. C.

My dear Mr. Haggerty:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $5 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. H. A. Bradley, President,
International Chemical Worker's Union,
2701 First Central Tower Building,
Akron, Ohio

My dear Mr. Bradley:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mr. Harvey W. Brown, President,
International Association of Machinists,
Ninth St., Mt. Vernon Place, N. W.,
Washington 1, D. C.

My dear Mr. Brown:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union woman will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 10, 1945.

Mr. Arthur Huggins, President,
International Brotherhood of Paper Makers,
30 Sheridan Ave.,
Albany, New York.

My dear Mr. Huggins:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

March 10, 1945.

Mrs. Katherine P. Ellickson,
Assistant Director of Research
Congress of Industrial Organizations,
718 Jackson Place,
Washington 6, D. C.

My dear Mrs. Ellickson:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O. Consideration should be given to further action along these lines.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women, to a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the C. I. O. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller
Director.

March 10, 1943.

Mr. Donald Henderson, President,
Food, Tobacco, Agricultural and
Allied Workers of America,
1505 Race St.,
Philadelphia, Pa.

My dear Mr. Henderson:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller, Director.

March 10, 1945.

Mr. Lewis J. Clark, President
United Packinghouse Workers of America,
205 W. Wacker Drive,
Chicago, Illinois.

My dear Mr. Clark:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

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I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

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I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

FSM/MB/nb

Frieda S. Miller, Director.

March 10, 1945.

Miss Mary Gannon,
National Federation of Telephone Workers,
1334 - 14th St., N. W.,
Washington, D. C.

My dear Miss Gannon:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognized an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations of the A. F. of L. and C. I. O.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I shall be very glad to have you attend the conference to represent the National Federation of Telephone Workers. Further details and the exact date will be forwarded to you a little later.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

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Bakery & Confectionery Workers (AFL) In city represented by delegate attending, did have some trouble in encouraging girls to belong to a union. A broader educational program needed. But after the girls got interested they became staunch union members, and probably better than a lot of the men. 13

Blackett UAW **I think these leaflets are both very good and I am very glad to see the WB is doing this.** Important to emphasize and re-emphasize the job done by women when a crisis is at hand; the more that is emphasizednow, the more it can be used when the postwar period comes and we begin to get the back seat again. We are going to get it, we might as well face the facts. I don't believe personally in a division of men and women in unions, but it is necessary at times to get the ball rolling to deal specifically with women's problems. I am glad the WB is going to recognize more and more the unions, and the women in the unions. These are both very good and I am very glad to see that the WB is doing this. I think that in my work I can use this type of information very much to the advantage of allconcerned. 14

Jeffrey UAW One of the things I intended to say on the Wb publications was that I though you didn't have any sort of middle ground; on the one hand you had these nice fat documents like this which, in my experience, I find that very few women will sit down and go through. Then you have some of those very brief, with just sort of slogans on them. I think that these two are simple, but they have some very specific information in them and enough of that to give help to women members to their specific problems. 15

We face layoffs in Detroit. We now are going to have 50,000 people laid off and as of yesterday Detroit became a number 2 area. Our Willow Run plant is going to be completely closed down by August 1st. Of course, seniority isn't going to help in that case at all, but one of the major fights which we are trying to get women to put up in the UAW is on their seniority, to see that the grievance is filed and that it is followed through.

I think this sort of information is helpful. Naturally you can't go quite as far as we can but this will help us a great deal.

Young UEW (With regard to the seniority leaflet) I am all for this sort of thing --- but, the way it is worded calls for secondary treatment of the women. Why assume that women will be the first to go out of the department that is cutting. Would much prefer a clause that would simply say that in all matters pertaining to hiring, upgrading, layoff, etc., seniority shall prevail regardless of sex. As to the statement about women will leave industry for the veteran, I don't think that that is true. Sex will not be a factory; a veteran may replace a male worker, but he is not going to replace some one because it is a woman whom he is replacing. We don't want to pitch the veteran against the women. Is it true that the "majority of women did not want to hold on to their jobs if veterans return to claim them." Is that true as against the figures given previously about the economic need of women to work. 16

Page AFL The implication in the leaflet is that women are supposed to sacrifice more than men, the usual tradition, and hence we are not really considering women on equal terms with men. It should be rewritten. 20

Tate Retail & Wholesale Employees (CIO) The general form is very good and also the size. It is very simple and easy to read, which is certainly a grand thing. 22

Pleckson CIO Helpful to include an explanation of why unions have seniority clauses. 22

Bookbinders (AFL) In my organization of course there is a distinction between the man's and woman's work. A survey has been made and very few women have taken men's jobs in our particular line of work. In calendar work, where they have rubber mat making and so forth, they may have taken some man's job; not fully though, in regard to the lifting and so forth. They still have a boy helping the girl do those particular things. Seniority then, in some cases, in our organization has reference to women's departmental seniority.

Two types of seniority perhaps included in the pamphlet would perhaps cover our particular case. This type of pamphlet is very interesting and I find as so many of the women have expressed themselves this morning, is readable. Some women take time out during their lunch period and so forth to read these things and I believe these things should be available in every union office where we women are employed.

Office & Professional Workers (CIO) Recognizing the number of women in white collar and professional fields and the economic problem for them accentuated, is there any possibility of developing material on the unions and the place of women in these industries, because they are going to face a special problem after the war and they face it in the war. I know the problems of staff and budget of the Women's Bureau, but is there any possibility of beginning to develop that kind of material? 24

UAW Agree with above, and a second suggestion is what about training for new jobs or retraining for the older type of jobs in which women have customarily been employed. My point is, and it applies equally to men, the civilian worker who is a new employee in heavy industry who hasn't had any previous experience of that nature. There is so little concern on the part of most communities and on what is going to happen to these people, and particularly we need to emphasize the importance of providing training facilities for women. I think the WB could well point that up. 26

Food & Tobacco (CIO) Another subject is wages. In the canneries some of the most useful work showing the miserable conditions in canneries before the war was work done by the WB and I think that in the postwar period that work will be doubly needed. It is my feeling that we will have a tremendous opportunity to make another great forward step in smashing the worst wage conditions in industry and the whole gamut of industries that are low wage-paying industries and large women-employing industries. The two go together. If that possibility develops the WB will be heavily leaned upon to bring out the facts in the situation to the public and used by unions in presenting their case. 26

Farm Equipment (CIO) During this war period we have established in many industries the right of women to work in those industries and that is very very important because all the seniority clauses in the union contracts are the protection of the right to work. The clause in the leaflet brings out a certain feeling of women being something special in a plant and something special in the union and not just a regular union member or regular employee. I think we should go on to discuss the wages of women as they relate to the seniority clause in the particular contracts in the plants and come to an agreement on a regular seniority clause that incorporates all phases of seniority for all employees in the plant. We don't differentiate between the women and men in our union. We try not to because it has been proven during the war period that women are capable of filling all jobs with very minimum alterations in machines or in plant facilities. 29

Parker Electrical Workers (AFL) Every one of us who has been in active negotiations in the last few years have encountered, even in the most reconciled employer, the attitude that straight seniority, seniority on a basis which we have tried to enforce, is in for some attack. To introduce into that rather dangerous situation the angle of women's seniority, per se, seems to me to be dangerous. The questions which face the future of the seniority principle face men and women. As to the returning veteran, there are men who can be replaced as well as women. Seniority is a problem of employment and let us not treat it as a purely feminine battle. I agree with the speaker who asked for further treatment of an explanation of seniority itself, as many of our women workers, even women members, do not understand the importance to job security and to union solidarity of strict enforcement of the seniority principle.

Oppenheim Hatters, Cap & Millinery (AFL) Problems in the old established trades where women were predominantly employed are entirely different than in the new industries where there are new kinds of work, new jobs created, and so many new women have taken these jobs, both as employees and as new members in their unions. Those of course are largely in the war industries. Many of these problems do not affect our industry at all except as a general pattern Because of the limited facilities of the WB now, the emphasis should be on those newindustries, for future work, mainly the problems in the war industries as they will come up in the period of postwar jobs and reconversion. 32

Merkowich Hosiery Workers (CIO) Agree with above. In the old established industires the men at one time didn't want women in the unions, they felt that they were craftsmen and to bring women in would lower their standard. It has proved, over the years now, to be exactly the opposite of that. In the hosiery industry today there is no such thing as men and women differentiation. Everyone is covered by the same contract, by the same seniority rights and by the same privileges. (In the United States we have eliminated what we found in Great Britain - secondary membership for women workers, women pay different dues and they get different benefits.) 33

In the old industries at one time years ago there were different rates for women but the men finally woke up to the fact that if women were going to get lower rates they would take their jobs away eventually when the market is glutted with labor. The result was that we had equal pay for equal work and have had it in my industry for many years. If we belong to a labor organization we should be treated equally as members of the union without mention or word of women.

Stegman Bookbinders (AFL) Membership is half and half men and women. In many places women control their local unions entirely - Boston, New York, Chicago, St. Louis, not San Francisco, Seattle. Women conduct their own negotiations. In our international by-laws we have equal pay if the women do the men's work. In some instances they get the same equal base pay as men do, and we transfer the women then into the men's organizations immediately. There have been several cases of that kind in St. Louis andin other cities. Our international is an old organization and we feel that we women are capable of running our own organizations. 34

Gannon Telephone Traffic, Washington In the union I come from seniority is the backbone of our particular department. We do not at all speak of the female angle because in union work we do find that if you use the word "female" or "male" the girls get the idea they are too feminine andit has not been too easy to organize women Seniority in our union governs selection of hours, vacations, 35

Lane Hotel & Restaurant (AFL) I come from an industry which is not a war industry; it is one of the service industries. I am not in agreement with the last speaker who would like to see eliminated a Women's Bureau - that might be well, perhaps, if all industries were completely organized and the overwhelming or vast majority of war workers in the country were in unions , but that isn't the case. Even in those industries where there is organization, they unions vary in effectiveness. 38

For classes in our own union we are using a very worthwhile pamphlet ~~afxx~~ issued by the WB on employment opportunities in characteristic industrial occupations, and in this you read that even in industries where there is good organization there were weaknesses in seniority clauses. The same is true about equal pay, even if the union agreed to the principle of it women in some instances are started at the beginning wage and kept there, while men doing the same work are being upgraded within the department. I don't think we have reached the stage in our development where we can say we don't have women's problems in the sense that they are eliminated. The fact that you have discussions of this kind is an indication that they are here.

In my industry, in New York State with the aid of the Women's Bureau and the N.Y. State Department of Labor we were able to unveil many evils and correct them, especially in the unorganized section of the industry, and I don't think we would have been able to do it without the aid of some special bureau that had been set up for this purpose and was working with us. I think it is very good that we have a bureau which takes a special interest in this problem because it gives the unions a lift in handling the thing within their own particular sphere.

While I might agree with the criticisms that were made on the seniority clause, I think they can be changed for bulk consumption in unions. I know we have used the Department material extensively in our union and we have made our own outlines based on some of the Department material. This is very fine educational stuff for unions, especially where you have a majority or a large womean membership. I think not only this type of material but especially the detailed studies should be sent to all unions both to men and women leaders, so that they can use them in terms of their own particular needs as we have done within our union.

NWTUL I think the organized are the articulate group and I think it is up to us, in face we would fail in our responsibility, if we didn't speak ~~xx~~ for those who are not organized. How many of our newer women, or women new in industry, know the full impact of seniority, of equal pay. I think it is up to those of us who have had the experience and who have enjoyed the protection, if I might use that word, of trade union organization, to see that all workers get their due in industry. There are thousands of unions that are isolated unions whom this type of material may never reach, and it is up to us to be vocal about their problems too. 41

Lowther Clothing (laundry(CIO)) Some of us are further advanced than others, in union development of policy, and we can't eliminate a number of things the more advanced would like to see done because we can't go any faster than the group to which we belong, and in thinking of all leaflets we should keep that in mind. While the pamphlet on union clauses was prepared in 1944 maybe we have advanced a little further today in our thinking about seniority, but I am sure there are a number of us in unions who haven't even reached the 1944 mark. In spite of our 8 years of organization in the laundry industry, there are ways of getting around equal pay even though a contract will say "equal pay"; in the shirt department where men and women work together, that is the situation. Possibly you will have to divide the leaflet, one advanced, the other simplified for us who are not quite as far advanced as the other unions 42

Taccone Textile Workers (AFL) I wonder if the seniority plan we have adopted may not be the solution of women's problems. We made a joint study with management prior to contract negotiation to find out ~~what~~ how many were employed in normal times, and our seniority operates on the basis of normal and peak forces. In the seniority list, men and women are not segregated. We take all the employees by seniority and list them under a given classification, as ~~weavers, with both men and women.~~ weavers, with both men and women. This protects women so far as seniority is concerned, and protects them against any discrimination. There is no differential in pay. When there is a layoff the youngest in point of service or the peak force are the first to go, and the normal force will share all work available. 43

Young UEW In your plans for future studies, I wonder if the one you are going to do on wages will be related to cost of living problems of women, budgeting, and their home responsibilities. In other words, will it be simply just the wages that women earn, or are we going to try to do something in relation to their economic needs. I think it would be most useful if it could be done. 44

How do you plan to distribute this material - available in quantity, or will the thing simply be given to a union.

FSM Zapocan v Angus p.46
Young

Ours is one of the unions that has a problem because of the 700,000 people in the union, almost 40 percent women, and before the war 17 percent women. In the question of equal pay we try to be realistic as well as crusading, and we have approached it in 3 ways. 58

First of all, we had to deal with the historical rate differential which existed in General Electric, Westinghouse and allthe big companies. We knew we couldn't close a 20-cent gap on an unskilled worker in one clip. In the days when we could get across-the-board increases we would get more for the women than we did for the men with complete agreement on the part of the men, so that in many places if you got a 5-cent hour raise for a man you got a 10-cent hour raise for a women. Now with War Labor Board rulings it was extremely difficult. But this approach would affect those women who didn't change their type of employment since the war started and who had always been on a job that was considered a woman's job.

Another thing we did was to get into our contracts immediately after Pearl Harbor a clause which stated that any job which before that day was a male job had to retain its male rate regardless of the sex of the operator who would go to work on it. Then we found another problem that in many places was unavoidable. Employers were forced to break down the production process because it was impossible to get skilledworkers, men or women. Here the union and shop steward h had to be on guard to see that where a job was broken down it was broken down as though a man were going to perform it - this is in plants where have a man's and woman's rate of pay. So we got in the contract that any breakdown must be on the male key sheet and any new job introduced must be rated as though a male were going to do it.

Finally our big job is to try to get equal entrance rates which will affect the whole progression rate and have automatic increases.

At the moment we have a two-fold job, one dealing with the employer and one with the War Labor Board. The Board is very reluctant to approve increases in situations where we have had employers themselves agree to cutting out a 15-cent differential.

Wherever we have tride to do job evaluation, based on scientific facts so that the worker would be guaranteed greater return for greater effort, we have made one approach , that of the job, regardless of the sex of the people.

I can say for my union, any way, that all our major contracts today have equal pay clauses; whether they are carried out dependson the training of our shop steward and that is the union's job - but at least in approach we tackled quite a bit of it in the last fewyears.

Railway & Steamship Clerks (AFL) I happen to be from an organization that had standard rates for men and women for a long number of years. It does not matter who is on the job, man or woman. There is no distinction on seniority basis as to whether a man or woman is involved. 61

During the depression when we had quite a number of employees let out of the service it was strictly on a seniority basis. In our contract our rules do not say, man, or woman. They usually read "an employee". We have a special rule in the agreement that the rate of pay for women employees shall be the same for the same class of work as men. We just happen to be one of the lucky ones that have been enjoying those privileges for a long number of years. We have women scattered around in all kinds of jobs. There are so few jobs women don't want and haven't taken because they didn't want to perform the work because they didn't feel it was work they cared to do. Since the war we have had women who have gone on jobs which they wouldn't have taken otherwise, but they have now to help out in the war effort - not so much because they wanted to do that class of work but because it was necessary for some one to do it. There is no action however on the part of the company to keep an employee off of those jobs. In past years we have hadinstances where the company has attempted to say that certain jobs would only be filled by men but we have always handled that with the result that a woman has been given the right to perform that work if she cared for it. The jobs are rated regardless of who goes on them, man or woman.

Over 50 percent of our jobs are held by women and now it will run even more than that. The jobs in the yard and the night trips, and checking trains are jobs the women naturally don't care to take. In the area I am from, we go to Georgia, Virginia, Alabama, North and South Carolina.

UAW At the women's conference representing all sections of the International Union, we tried to establish equal pay for equal work more specifically, and the official policy of the Executive Board now is that job classifications by sex be abolished. It is true that in a number of our plants jobs were classified by sex and still are in some instances. We still have great difficult in the merit increase, women having great difficulty in securing a top rate for the job. It has been encouraging to note that we are now taking more of those cases to our umpires through all the stages set up by contract, and in a recent Ford Motor Car Company case the umpire decided that the timekeepers had been discriminated against because they were women because no woman had gotten a top rate. 64

I think we are going to need a great deal of help from the WB as well as our own International Union, on the question of what jobs women can or can't do, because now as layoffs are coming and you use the seniority provision management says "This is not a woman's job, she can't do it." We need some help in backing up our arguments that women can perform these jobs. The experience in breaking down jobs during the war is one which we must save and use further; there were several instances in which women were put on male jobs, which they didn't like and they went to management with the union and succeeded in doing the job entirely differently but in a way which was OK for women to do it.

I think we have to work a lot more on that and I think the WB should put that on its agenda.

Bookbinders (AFL) On minimum wage legislation I feel that we do need the WB for their full support in that regard. Our entire National Brotherhood of Bookbinders endorsed Senator Pepper's bill for a minimum wage of 65 cents an hour for all. 66

Food & Tobacco (CIO) In industries like canneries and tobacco plants, largely woman-employing, you can very beautifully establish the principle of equal pay for equal work and yet have large numbers of women making less than the men simply because women in large groups work in entire job categories that are always women's departments. In talking about rate for the job, isn't there a possibility of restudying and reevaluating jobs through the plant so that you can say ~~that's~~ a woman who sits and packs why should a be paid 20 to 25 cents less than a man who sweeps the floor? There are these great inequalities that you never solve simply by the equal pay principle in this type of plant. 67

Farm Equipment (CIO) An equal entrance rate is not the general practice in our plants but it is a problem that we are gradually taking care of; the gap is closing slowly; in some cases it has come very close to being the same for men and women. In the International Harvester plants this year we were fortunate in raising the starting rate for women to the same as for men, 77 cents. It took us a period of years to do this. 69

Hatters, Cap & Millinery (AFL) What percentage of the basic industries worked on a piece rate basis? 70

UAW We are mostly time workers, on hourly rates. We don't have the incentive at all.
UEW We have a guaranteed hourly rate with an incentive; I don't suppose you would call it piece work because they are guaranteed a minimum rate per hour, and the incentive is based on that rate.

Farm Equipment (CIO) In one of the plants in Chicago (Rockford plant) the basic hourly rate was somewhere between 50 and 70 cents per hour and the take-home wages at the end of the week is $400.00. Some of the men are making so much money in the plant, we are afraid of the postwar period when they have to go home with $30, a lot less than $400.00. 71

UAW, Mrs. Blackett, described the decentralization of industry in Britain, a terrific job, bringing with it the question or rates.

One thing I think the WB can do to help us secure the rate for the job is to give us some information that we can definitely give to our shops, stores and the people in the low level in the plant, that they have something basic to make reference to, it helps tremendously in negotiations. On why women can do certain jobs, jobs are not limited only to men, but women also can perform them. 73

Ladies' Garment Workers (AFL) It would bolster the union's cause having the backing-up from the government, for those people in plants who are union members now but who feel that the union is an imposition. 73

FSM - reports needed that show women's performance on jobs that they have not previously done. (Tooling job broken down - because too heavy for women - productivity of job upped - (man helper needed). "These aren't really differences, these are other things that can be argued." 74

Marine & Shipbuilding Workers (CIO) When women first came in at the beginning of the war there wasn't a problem of entrance rates or special women's jobs or technically equal pay for equal work because the employers agreed to what the union proposed. However, it affected us in different ways. The companies refusedto place women in skilled jobs, even though these women might have had previous work or previous training of the same kind in other yards; they were also put at the lowest rate in a new yard when they came there. Second, there was the question of upgrading; there was a real hesitancy on the part of the companies to upgrade these women. Finally, after taking every one of these cases right straight through to arbitration, we found that the women in some cases were able to reach the highest rates, but that has just happened recently, and now a new development has taken place. Just as the women reached these rates they got them for about a month and then cutbacks took place, and the women, last to reach these rates, were the first to be cut back again, from a top rate of $1.20, to the lowest rate of 80½ cents. That hascreated quite a problem.

Another thing we found on the question of rest periods, even in yards where companies were giving rest periods as a regular practice, when that was put into the contract and went to the War Labor Board, the Board said that would create special women's jobs and would require separate rates, and so it was knocked out. I I think it is really important to get material on this so that this does not actually become a real policy on the partof the War Labor Board.

Another thing - shipyards will be the first to be affected in layoffs and cutbacks, and naturally women will the first to be affected. We have taken a survey in a number of different yards and we found that 98 percent of them want to continue working in shipyards or at least continue working in those skills which they have been able to pick up there. Many of them worked in service industries before the war.

I think that one of the greatest things that the WB can do to help us is to give us a knowledge of where these people can be retrained, so that they can continue to utilize and put into effect some of theseskills in other industries where they can go; and be able to work at approximately the same rate of pay. If bulletins are being prepared on this, especially in industrial fields, it is important to get it out as quickly as possible.

Packinghouse Workers (CIO) As to equal pay, I think meat packing is somewhat different from many of the electrical and machinery industries. Women working on the same product as man - for instance, boning hens - will do the same work as men and in some instances put out more of the product than the men do. However we have found that the packers will say, "We can't give the women the same rate because the man, when his truck is full of meat, can pull it out himself, where a woman can't do that."

These cases we have taken to arbitration and in several instances we have been able to get the rate for women - not in all cases because the Big Four packers are fighting it very strenuously, but in some of the independent houses we have gotten the same rate for women.

There won't be many cutbacks in our industry because the nation is going to need meat; but we intend to see these women stay on these jobs and get these rates that they have not had an opportunity for before. Rest periods are in effect now and we have had them for some time, since we have had our contracts.

Women in the packing industry would object very strenuously to having a clause in the contract just for women's seniority, because in all the contracts we have seniority is specified whether for men or women.

There are very many jobs in the packing industry that women can't do and that they wouldn't do even if they had an opportunity to do it.

We feel that if a man has to pull a truck out, naturally he should do it in preference to the woman. But the actual amount of product put out is the same for women as for men, and a man and a woman may be working side by side; they will

Retail & Wholesale Employees (CIO) Members I represent are employed in selling. 81
Where a man was working up to 12 or 1 o(clock in the morning, to get a girl to fill that job the company had to apply to the War Manpower Commission (for permission to hire a woman to work those hours). The result was the companies closed their stores earlier. But the girl still had to do the physical work that a man would do, but still didn't get equal pay because when we took the case before the War Labor Board the women would be held for the hours the men were employed if doing the same job. Their salaries have been very low, and our members have been quite concernedabout getting an increase, because the Little Steel formula wasn't sufficient to help meet the cost of living.

They feel they have to depend solely on legislative action and the WB to help them get enough of an increase to bring their salaries up to the going rate that is being paid in other types of work. There is a difference in rates between men and women, and because the girls were not working the same amount of hours and the same time they could not reach the same pay that the men were being paid. We have been able to do something about closing the gap, to increase the women's rates, but there is still quite a differential in the rate of pay.

Clothing (laundry)(CIO) You will find the hourly rate plus the incentive is used 82
for women and that the men in the same department sometimes work on a piece rate. That gives them more money; that is an evasion of equal pay.

Women coming in receive a flat hourly rate, and by lengthening their training period, which in our industry there isn't too much of a training period, by lengthening that you find the evasion. Equal pay depends too on legislation and union strength, on organized strength to raise the rate and to decrease the training period in that department.

FSM - p.83

Electrical Workers (AFL) I think a thoughtful and objective study of the War 84
Labor Board's decisions might be made by the Bureau and take what good can be found there and I think it will be considerable - which will help us on the matter of job evaluation.

Hotel & Restaurant (AFL) I think that generally all the unions went along and 85
saw the need for a relaxation of hours, but discrepancies and certain evils grew up. In Illinois 5 big plants applied for a dispensation to allow their women to work 10 hours a day; there was no recheck on it, and after about 9 months, when a check finally was made, it was found these employers had simply taken over the 10-hour day for women; of course, afterward it was corrected.

In New York in restaurants we found that one of the large cafeteria chains, unorganized, applied for a dispensation to relax working hours for women so that women could work 56 hours a week. When the Union was informed by the Department of Labor, and we were able to get a conference of all food unions involved, with the Department, both CIO abd AFL and employer representatives, and it was brought out that the number of open shops applying for dispensation was four times the number of union shops asking for relaxation. We pointed out that it wasn't enough just to look at the employer's request that he couldn't get help, when there must be other factors making it impossible for him to get help, if the ratio of open shops to union shops so requesting was 4 to 1.

We must be vigilant to see that what we have agreed to during the war should not be continued, and we again find ourselves faced with the problem of having to fight all over again on the question of hours. While we all understand the need to relax the laws on working hours, and the question was raised as to minimum wage rates, at the same time we feel we don't want it to go on when the emergency is over.

Hatters, Cap & Millinery (AFL) We are going to find ourselves after the emergency period faced with new situations. The 77 cents an hour rate I am sure is an isolated case, to bring such fabulous pay. That wouldn't be the general situation. I'm sure our employers will be very quick to make statistical studies and unless these are checked the general hourly rate will be affected. Therefore the question of establishing at least a 65-cent hourly rate becomes increasingly important. The problem is that new precedents have been established, and situations exist that we have not had any experience with before - new jobs, and the incentives. The incentive created by the unlimited amount of work that is now available and that will decrease can be very easily controlled by the individual industries and individual employers, so that the worker who might have been capable of earning a very large sum because of unlimited work available might have his incentive very substantially decreased. 87

Unless there is a check on the minimum hourly rate we will have a very very difficult problem which I feel the unions will be able to control partly but the vast number of unorganized trades will not have this benefit, and in the end the unionized industries will suffer. Whatever the WB can do on the question of minimum hourly rate is a very important postwar problem that must be tackled immediately. While I say it is for the men as well as the women, it will be the women who have created these new jobs. If this cannot be done, then the blame will fall on the women because of the jobs created for them.

There is also the educational policy of training women for their jobs and for assuming responsibilities. In the civilian industry I come from we impose leadership in our trade, that is, we insist on having a sthop steward even if a department is as small as 5 girls in a department.

It was suggested to us that if the unit is small we ought to have just one general shop steward, but because our work is really sectionalized in that we do different work than the men do, we argued that only a woman worker of that particular branch of work would be qualified to be the steward in that department to determine the working conditions for that unit. We feel that a woman shop steward can handle the problems better. In New York City we have about 650 units, so we have 650 shop chairladies, as we call them. They started out without any training, some of them are reluctant to take such a job, they feel green about it, but we insist as that is the rule of tue union; they don't do so well in the beginning but after while they learn the ropes, and from a very practical point of view we have a good army of trained union women because, as I said, we impose the job on them.

Bookbinders (AFL) It is the unorganized firms in Illinois that are breaking down the 8-hour law in Illinois; the fair employer will call the union office and ask if such and such a thing can be done. The union cooperates with the firm where it is essential work. 90

What we need the WB for is for support in hours and wages. We women will have a difficult time ahead of us.

Summary by FSM. 91

FSM I wonder if you would let me summarize - that during this period we have made great progress on getting the rate for the job, that means holding the rates that were established for men's jobs where women have gone into men's jobs. It means closing the gap where there have been sex categories of jobs. It means some improvement on the old, so-called traditional women's occupations.

I think some of you have made it pretty clear that the situation varies according to whether it is an old, established occupation where men and women have worked together and have had a joint organization that has built a pattern, and from the situation in industries and occupations where there is going to be a great shift with the end of the war.

Some of you see in that shift problems that need to be faced and that you need to be ready to deal with, and that perhaps that is one of the points at which information about what women have actually done, their performance during the war, would be useful in helping to hold the line, that would be useful to your organizations in their own work of negotiation and that underlying that, and generally, it is important and perhaps more important as we go into peacetime industry than during the war to think of the whole pattern of employment of women, not only in this really privileged group of women who fought their own way to negotiation through their organization, but women who don't have that advantage, to be sure that our minimum legal standards are effective and operative and that we need, therefore, to look to our minimum wage laws, to move ahead to such legal protection as we can get for the rate for the job, and to set ourselves patterns so that it isn't going to be presumed after the war that you make a living wage because you work longer hours than are physically and socially desirable.

Hotel & Restaurant (AFL) In view of the report given this morning about the outlook for women in the medical services, it seems to me that it is well for us to recognize the fact that in the unions too we can keep abreast of this, and there could be an extension of general health activity in the unions. 98

Packinghouse Workers (CIO) We have made progress in maternity clauses in our contracts, not as good as we would like to, but to this extent - a woman is allowed one year's time from the time she leaves her job until she comes back to work, without losing her seniority rights; however, she must be back within the year. 100

In most instances we have group insurance, which takes care of the lying-in time but it doesn't take care of her for the 13-week period such as we have in some of our contracts where you are paid so much per week for the time you are off work That is what we have been able to get in the packing industry.

As to seats for women at their jobs in the plant, in one large independent firm where we have contracts we have been able to get chairs for women while they are doing their work but with the Big Four packers we haven't. The labor law states there should be chairs for women doing certain operations but when the inspector comes along, management will explain "it wouldn't be right for this woman to have a chair because she couldn't do her work as well or it wouldn't be possible to put a chair there." We have made progress with the big independents, however, and we hope to do so after the war with the others.

UEW Seniority for a year is in our maternity clauses in our contracts but I think our next step is "Can we get some pay during that period." 101

Clothing (CIO) In our insurance plan we have a hospitslization plan payment for maternity care. It is $5 a day for 31 days in the hopsital, $25 for incidentals and $50 for maternity. This is available for the entire clothing industries, and now they have at least health and life for the cotton garment industry. For illness, we have pay for a certain stipulated number of weeks but maternity isn't included in this. 102

Hotel & Restaurant (AFL) Our plan includes it. 102

Farm Equipment (CIO) In our industry, there is one year leave of absence for maternity In only one shop have we a plan of paying them for this time off and this was incorporated in the contract - $10 a week for 15 weeks. It means an awful lot to a woman. One of the points the company used against this was that this would be taken away from management. The most interesting development is that you find this maternity leave in unorganized shops being presented to women as a benefit given by the employer but I think we had a lot to do with it, especially in Chicago where this is fairly common in the contracts, and therefore other employers have to adopt the same policy.

Electrical Workers (AFL) Inequality can come in by the back door as well as the front door, and if we are to seek equal pay and equal treatment of women as citizens and workers, rather than as women, aren't we raising a dangerous issue if we attempt to impose upon industry a special payment for women - maternity benefits - which they will not have to make to men, and will that not operate against women in the long run? 104

Office & Professional Workers (CIO) We make no bones about the fact that there are certain things women need that don't - seats, for example. Obviously there are certain special situations with women. That is why we have a WB. I think that is the basis on which we ask for these special things.

FSM · Cuba, British

UEW We make the point here that we do in the group insurance we are negotiating with private employers. We are agreeing to such clauses in the contract that when the government passes a full social security program like the Murray-Wagner-Dingell bill, or something else, we can renegotiate this clause and we will take it out of the contract so we can get it from the community, which is the place we think some of this responsibility lies. That doesn't mean you can't begin to talk about it. You can use the same argument about severance pay; we want severance pay. We are going to have large reconversion problems in this country; you might consider the employer's argument that he can't pay unless he takes it off his taxes. We are willing to go to the Treasury Department with it. 106

UAW I don't know whether anyone has mentioned unemployment compensation in connection with pregnancy and maternity cases, but we have been endeavoring in several States to get unemployment compensation provisions changed so that a woman who is pregnant but still able to work will be entitled to her compensation. 107

FSM · there are distinctly discriminatory interpretations and in some cases even statutory provisions that assume that a woman can't work if these women are pregnant, and therefore, rule that she is not available for employment. We know that not only are many of them available but many of them actually do work, so that is another phase of the same problem.

~~Textile Workers (AFL)~~ 108

United Garment workers - Beveridge plan for family allowances (+FSM)

Textile Workers (AFL) One of our locals started a medical plan with a local doctor, when the employer was not willing to accept this as part of the contract. The local itself pays to the doctor a certain sum each year to take care of its members and members of the family. When the employer was convinced that it could work at not too great a cost, the medical plan was negotiated in the contract. It includes sick, accident, hospitalization and maternity benefits, and they have extended it further to make death benefit payments to the family. On the question of leave of absence for women for maternity cause, we have in some of the larger plants and some of our small plants throughout the country a plan where a year and a day for any cause, including maternity, was the recognized leave of absence. But now we find our women themselves fighting against an extended leave of absence because we have younger women and young girls who cannot find jobs taking the position that they will shorten the leave of absence period for maternity to make room for younger girls to come in. This is for absence for any cause by any union member, and it is part of our national contract. The woolen and worsted industry has this in more local contracts than any other part of textiles. 108.

UAW It is the belief of many representatives of the UAW that the inplant feeding facilities in this country are a disgrace to the nation. 109
Management has been most u willing in particularly the large corporations to do anything about setting up cafeterias or the mobile units in the large plants. In some instances they have a cafeteria which is situated 5 miles from where a lot of the workers are on their jobs, cafeterias where the personnel employees can eat but not the production workers. The food which is served by concessions is disgraceful. There have been many instances of food poisoning. The food is totally inadequate to enable a worker to maintain his health. I think it is particularly important for the women members of the organizations and for the wives of the male members, because in these days when food shortages are so great it is very difficult getting the food, and it takes time to prepare it. I certainly think that we ought to bring out once more that in England it is mandatory where 250 employees are at work that there be adequate food service. While this is certainly a problem of both men and women, we have found in many of our local unions that it was one place aroujd which we could build interest among the women and we could get them going on an inplant feeding program where they wouldn't pick up some of the other issues. It is a hard tough job. I feel that it is one that we as women should give special consideration to.

Hotel & Restaurant (AFL) Where there are food concessions in the plants, are they organized in organized plants by the local union or the industry union or how? 110
UEW We take them right in to the UE.
UAW I think in the UAW it varies considerably.
Bookbinders The women in St. Louis are organized.
UAW The fault is with the management of the concessions.

From some of early progress in labor standards was undoubtedly that of creating safe shop conditions by law, and we still have a basis there for many very fundamental things like fire, safety, exits, lighting and so on. How well does it work, and how much do we need to put into improving legal standards there?

UAW Most of our state laws affecting safety provisions and fire hazards, etclll were written many years ago and are not adequate to meet present industrial conditions. This is certainly true in Michigan where most of our laws were written in 1909 and 1911 that the provisions, such as for seats, just doesn't make any sense to anybody. As an inspector, name not given, said recently after we had gotten him into a plant, the only way you can correct conditions in here is to have a strike. We have no power through legislation to do anything about it. One of the recommendations made at our women's conference was that through the national CIO legislative department and PAC that model bills be drawn up for submission to state legislatures. In the present sessions there isn't much hope of getting many of those bills through, but it is something we have to look forward to and work on. A lot of very specific things need to be written down in the state law.

Office & Professional Worker (CIO) The Health and Welfare Committee 112
of the CIO is working along exactly these lines because not only for the organized workers but for the millions of unorganized much of what we are discussing is absolutely essential to be established by law. We speak of the white collar worker as the forgotten man. He is very much the forgotten woman because so many of these problems specially for women are not taken care of at all because the workers are not organized.

FSM The labor law doesn't cover them. You can go into a factory and require a restroom and sanitary facilities and things like that, but an office building, no matter how many women work there, what we find is only what is furnished essentially for the welfare and comfort of the people who visit those buildings.

Bookbinders (AFL) What I am opposed to is the fee system on bacteria inspection.

FSM Much of the work of a state department of labor is financed by the sum the employer pays for being told whether or not he breaks the law, even though the inspector doesn't go in at the request of the employer. In a few states.

Bookbinders (AFL) I happen to be timekeepey in one of the larger plants in 113
St. Louis, and I remember the factory inspector specifically asked me how many employees were on the payroll before he inspected the factory. I was one step ahead of him. I said "You inspect the factory" because I knew the girls on the upper floor had complained to me about the conditions. In the meantime I got hold of the superintendent and told him that the inspector was going though the plant, knowing that the superintendent was for bettering conditions there.

FSM The Department of Labor feels that mandatory general factory inspection is one of the important fundamental things for getting good conditions, and it is just one more thing we have to work to make effective, not only to have a formal provisions in law but to have effective machinery for getting it really operating and bringing results.

Bakery & Confectionery (AFL) In Milwaukee the Industrial Commission said "we know we did make routine checks but because of the new plants and plants being converted into wartime industry, they needed so much attention our personnel couldn't get around. We had trouble trying to get some soap into a washroom and we just called up the Commission and said "Come down, but don't bring a jar of pickles with you because it looks bad." He got a jar of pickles but we got the soap.

UAW On the question of rest periods, the UAW believes that we should not ask for rest periods for women. We ask for rest periods for all workers, and we hope that at the meeting of our entire national union Executive Board, now in session, that a recommended contract clause will be approved which will then be sent to local unions. This will call for 2 15-minute rest periods at the regular rate of pay. Someone said earlier today that the increased employment of women had raised standards. This is to the point - that until the women got together to talk about some of these things like rest periods there had never been any recommendations by the international union on rest periods. We are, we hope, helping the progress of the entire union membership.

Maine & Shipbuilding Workers (CIO) We have conflicting information about this whole problem of women's working conditions. In the Toddyards in the New York area it wasn't too much of a problem getting some things put in for women because from the very beginning the women were organized immediately and they set up an effective women's committee and they were able to meet with the company and see that all these regulations went into effect. However it was different in the Federal shipyards where the women were not organized until after two years they had come into the yards. We found that for 2½ years there had been no soap in any of the washrooms, there no safety provisions whatsoever, no welding goggles, or safety shoes or special gloves, or any of the things which are required. The women themselves were not aware of the fact that these things were due them. Finally after they got organized and were in touhh with the Women's Trade Union League and various state departments of labor, the Women's Bureau, and so on, and brought tremendous pressure to bear on the company, it was only in the past year that we have been successful in getting all of these things. In the Federal yard there is only one thing now that we still have a problem about. There are between 1500 and 2000 women in this yard and a doctor is available only one hour each day for the women. The rest of the time there are only First Aid room nurses and these nurses are completely unprepared to tackle the different accidents and different ailments which the women are afflicted with. In addition to this, there are only three beds in this particular room, in the yard itself So we have the problem of sufficient beds or cots. Because of the cutbacks and there is unwillingness on the part of the company to do anything about it. This problem includes rest periods too because there are just small wooden benches in the locker rooms and police guards roam around to make sure the women don't sit down even on these small benches. If the women go upstairs they are asked to come down right away. In other of the yards we have been able to achieve these things. Of course it is the company's responsibility but I think also a large part of this is due to the fact that women were not organized quickly enough and these practices began to prevail and then it was that much more difficult to break them down.

FSM Getting good working conditions is a real job; it needs working at; even where regulations for this are in the State law, the problem of adequate inspection and getting the law enforced calls for your attention and cooperation. At some points, there is particularly conspicuous limitation. There is still a big job of specifying what are good working conditions and working for their inclusion in union contracts and ways of getting them operative.

On the matter of maternity policy, there is a basic general social policy that we ought to face up to just as soon as we are able. There should be maintenance of seniority rights for this absence as for other absences, and there is the question of benefits, and a choice perhaps, initiating standards under union agreement.

probably use the same truck to throw the finishedproduct in. Where the War Labor Board has said this created a difference, we have been able through arbitration to win equal pay in some of our big independent places. These cases we try to avoid taking to the Board; if we can get equal pay through arbitration that is what we are going to continue doing.

FSM On question of seniority. Is there one simple and all sufficient answer, or is there perhaps high seasonality in certain industries, in certain others jobs that women even when they have free range largely choose not to do, as against a situation where there is pretty general opportunity to do all the various kinds of things that are called for in a given industry. Does an elaborate share-the-work policy and the need to make rules about that, modify in any way the kind of seniority arrangements that are feasible and desirable? 118

UAW You can't have a ~~blanket~~ seniority rule that would be a blanket rule over all types of employment. In Amalgamated Clothing it couldn't ~~be~~ be the same type of seniority that would protect us in the automobile industries. In our women's conference we passed a good resolution, which is also the rule of the UAW, that each employee is entitled to the same amount of seniority. Of course the various seniority stipulations are negotiated in the various locals as to ~~individual~~ divisional seniority, departmental seniority, and so on. So far we haven't had any variations from the strict seniority rule in the UAW structure. 119

UAW It is true that some contracts call for lowering the work week when a certain reduction in force has taken place. That existed before the war. The work week would be reduced from 40 to 32 hours, generally, for a specific period of time, at the expiration of which management and labor would again get together to see what was going to happen and what the policy should be.

The Ford contract at the River Rouge plants, states that there shall be no reduction of the total number of hours worked below 40 until such time as all employees have been laid off, all employees hired from the date of selective service act shall have been laid off. At that point the work week is then reduced to 32 hours, so that you have there a combination of seniority and division of work among the total group of employees.

UEW Not only does seniority differ between union and union, but within a union. We probably have 100 different seniority clauses in our industry because we have, say, a thousand individual contracts. In some it isn't feasible to have plant-wide seniority from the production point of view because you can't take an unskilled worker sna put him in a highly skilled department. In others it isn't feasible to have anything but departmental. I think the thing we want to hit at is that regardless of the type of seniority you have, in no way shall it be modified for the women. In every seniority clause what we are working for is the no-discrimination clause. We are trying to get into our contracts a clause that will state that no provisions of this contract, whether it pertains to wages, to hiring, to anything, shall be modified because of the sex or color of the worker. We have the very serious important question of the negro worker who finally broke through and came into our industry during this war period who has done a magnificent job and who we want to keep in the industry. We have of course the question of the women which is a very real problem. In a radio plant you will have different seniorities than in a machine-building plant; but regardless of the type of seniority let seniority apply, and the question of men versus women doesn't enter into it. Boil it down to this; in your model clause, no provisions of this contract pertaining to hiring, to promotion, to transfer, to wage increase, to progression, etc. shall in any way be modified because of sex of the operator. Both shall equally enjoy all provisions of this contract. 120

FSM We want to consider the appointment of a subcommittee to which we could send drafts in which we attempt to incorprate points on which we now agree. 122

CIO That is a very practical suggestion, and I am sure that right here in Washington there are women who represent international unions with whom you can confer and with whom it would be very easy to get in touch with, and a great deal of misunderstanding on these problems could be elkminated.

UAW I think we would like to have such a committee of such an official and permanent status. I think our discussion on the seniority leaflet brought out very well the fact that if there had been previous consultation the questions raised this morning would have been taken care of beforehand. 123

FSM I don't want you to be altogether too optimistic about the results never running us into trouble because I must remind you that this present clause was draft, as it says in the printedmatter just before the box, by a conference called by the WB in February 1944 of trade union women both AFL and CIO. They discussed and agreed on the standards which the Bureau recommends. My chief feeling is that we have advanced in our experience and our thinking in a period of well over a year and we hope we will do it again, but I think we will catch some of the rough spots if we are sure that we have had more than one person's thinking and more than one kind of experience go go into whatever recommendation we have. 124

Hotel & Restaurant (AFL) Since there is talk of setting up a committee, what Miss Young of the UEW said you could concede would be perhaps a general line and then you apply it to industries. Whatever is gotten out I think has to indicate in some way that all the talk on seniority and what you hope to accomplish actually cannot be accomplished unless it is based on some kind of a program of full production. Then there will be enough jobs to go around. But wonderful contracts in plants and elsewhere on seniority would not be very workable unless you do have full that type of program of full production. 124

NWTUL There are certain difficulties when there are layoffs and I don't think ~~there~~ is going to be such smooth sailing after the war when the cutbacks come. this seniority business 125

UEW We have had some very bitter fights in our union; it is hard to sell this seniority job to a lot of the workers including some of the leaders of the union. For that matter we have right in our constitution a clause that provides there shall be no discrimination of sex, and that applies to conditions within a plant or if you are on the staff or anything else. I think our problems are being resolved on the whole, along the line we have been discussing, because the national officers of the union are completely united on this. But we are not trying to sell equal seniority of women to men on the grounds of social progress or on any high theoretical plane. We are simply saying to the men that if you are now going to tell four out of every 10 members of this union that when we cut back and lay off we are going to do it at the expense of the women that they are going to tell you "We want to leave the union now" and the very basis of retaining a strong union and improving everybody's condition and in turn giving better conditions to the men and in turn giving the men better wages so that the women can quit to have babies who want to, that in order to do that we need 126

the full support of women in the union and we are not going to get it unless we tell our women that every protection in this contract applies to them.

That is the way the national president ofmy union who comes from a very conservative section of New England he arguedit down and not by championing the rights of women but from the selfish angle of preserving the union. There were 30,000 workers who wanted to write a special clause of barring some of the women. This was a fundamental question that would determine how strong this union was going to be and therefore this is a man's fight as much as a woman's fight.

We are going through the same kind of upheaval on the question of veterans where we are providing for special consideration, but here too because the union is united on it we are insisting on it and I think we will put it through, but we are always approaching it from the point of view of what is best for the union.

Bookbinders (AFL) Seniority in some of the older trades in industry were never thought of. It is the new organisations that are requesting seniority. We have used in my particular organization for many years the policy of giving every worker the right to his job, every one takes their day off if there is a layoff, even the apprentices. The argument used to get this established in our bylaws was that the new ones claim they are paying in the organization the same as the older members and if work is there and there is no general layoff they have the same right to have work as an okder member.

FSM That is, you want them in the industry, you want them to stay attached, and as long as it looks as though the industry, after a dip, is going to come up again and give them a chance at earning a decent livelihood, you feel they have to have some income from their skills while the low period of work lasts.

Bakery & Confectionery (AFL) We have 2 kinds of seniority clauses, and one is similar to the Bookbinders. We term it "equal distribution of work." If the work week becomes less than 32 hours, then the new employee is to be laid off - so we stop the work week at 32 hours. But we have not used this for several years now. In addition to our seniority clause we also incorporated a little section about when new type jobs become available, or promotion, then the seniority members or the grievance members of the plant shall determine who shall take the new type job or promotions.

FSM That means that it is not automatic, but that the grievance committee has a voice in it and presumably it has to act as a judicial tribunal and really make a fair decision that will standup in union meeting.

UAW As is true in most matters of shop conditions, it is the kind of enforcement and understanding of the contract clause on the part of the shop stewards, the committee man and committee woman. In many instances you don't have large numbers of women being laid off. It may be a case here and there in which unless the woman herself knows the grievance procedure in her plant will fail to take up her case. That is one of the problems we have of getting women to use the machinery which is established for us. The second probably is getting the steward and committee men to follow up on the cases and see that they go through the various stages of collective bargaining. We all, I think, are going to have to spend a great deal of time on this.

As a footnote to the UE proposal on seniority clause, with no discrimination on the basis of sex, color, national origin, we are emphasizing at this point marital status. In a few instances, only a few, there are contracts in the UAW which in the past have provided that married women are laid off first. Recently in one of our local unions in Michigan when a layoff came this became a very hot issue. You had there a division among the women themselves, the single against the married. Fortunately it came out very well but by a very close vote. The local union finally voted to eliminate this clause in their contract.

We know that both Chrysler and General Motors have proposed that the seniority rights of all workers employed since the enactment of the National Service Act be thrown out. In the case of General Motors that means 250,000 workers, both men and women, would lose all seniority rights. The large companies, Ford Motor Car Co., goes around saying we do not want women; they are attempting to divide one group of workers against another, the women against the veterans and against the negroes, and so on. We have been having a lot of discussion in the UAW about veteran seniority. I always raise it, because generally the woman says: Why she is for that. But I think it is

important that she think through what that means to her individually, or to the group of women with whom she works. The UAW policy is that when a veteran secures a job in a plant, his seniority in that plant will then date from his entry into the service. UE has the same thing. Recently the UAW, through getting that clause, agreed to by Packard was able to save the jobs of 500 veterans but the people who were displaced by those 500 veterans were women 75% They were probationary employees, as the veterans would have been had their seniority not dated back to their entry into the service. So I think we can not just say "that is fine". We have to understand what it means to women. Management is saying that veterans shall date their seniority from the date of their service. The union position is that they get the seniority dating back to the beginning of their serfice after they have a job.

FSM Some of us around this table remember what happened after the last war when there had been very little effort to retain the rate of the job for women who replaced men, and with the just unplanned-for result when the men came back. There was a ready-made cheaper labor force available and the women knew no other way and had no preparation for any other way of fighting to maintain their jobs than to offer to work for less. What can, what should, and what are women doing in the present situation so that those things shan't happen again? 133

Garment Workers (AFL) In the civilian industries employment is down; we will be in a position to absorb quite a number that will come from these defense plants. Our companies have orders, large orders. We are handicapped now by lack of woven goods from the mills; in fact my own local union this week and last week are out of employment on account of shortage of materials. If materials were available we would be ready now to absorb a large number of those people.

I still feel that the old organizations have a different view of seniority. We have more the idea of an equal division of work. When a girl is taken in, she is taken in with an obligation to treat her as a sister member. We have just job seniority, so that when a girl has served her probation period she is placed in a particular spot in the factory and she immediately gets that rate of pay; she will get it as long as she remains on that job, as long as she cares to remain.

FSM As certain kinds of jobs disappear, the unions and the industries where women have worked before will need to look particularly to safeguarding conditions, to having as far as possible an educational program and standards to impose on people who come back to those industries which will help maintain levels there and yet give employment. 134

Marine & Shipbuilding (CIO) We have begun to work on two things - first, a real program of education is necessary, and second, a real program of action. In the past week we had about 200 women in our yard laid off and this created a terrific problem because these women and then all women began to resent the whole policy of seniority. We got these people together and we had a full discussion with them on layoffs and postwar plans as they affect women and we tried to explain the reason for seniority and what women had to look to in order to get jobs in the postwar period. The only basis on which you could really explain seniority was for an economy of 60 million jobs, our whole program has to be based upon that, so that we attempted to educate our own membership on this. 135

Then we got a survey of the women in the yard to show first of all to the men in our union, and second to the community, that it was not because women wanted to work but because it was necessary for them to only work that plans had to be found to accomplish this objective. We found, on the basis of the survey, that 98 percent of the women wanted to continue working in shipyards, and practically every one want to or had to work after the war. We plan to use this survey to influence public opinion. We were thinking about something on which all of the different labor organizations could work together with various government agencies in the area and in which we could even work together with industry on some of these things, to go around and contact the different employers and so on, to create an atmosphere whereby these people will be willing and ready to hire women in the postwar period. This is necessary on a regional basis. Unions themselves will have to take a larger responsibility in coordinating such information and transmitting it to their own members.

Food & Tobacco (CIO) It seems fairly clear that on a strict seniority situation a lot of Negro people are going to be laid off and one of their greatest hopes to maintain the industrial advances they have made is establishment of the principle there shall be no discrimination in hiring so that they will get a chance to get into whole new fields. In Philadelphia there is quite a drive to bring Negro people into jobs in department stores; they want to have full rights to go into expanding civilian industries which they have not yet won. While the women's question isn't quite so acute, still in the seniority discussion the same principle applies. If women could go up to the employment office on an equal status with men, they would have more chance of keeping in industry when layoffs come in the war industries. 137

FSM In thinking about this it should be remembered that for as long as the Census has distinguished in counting noses between men and women employed, there has been a steady almost uninterrupted upswing in number of women employed. Their entrance into industry has grown not only numerically but in the range of employment it has been possible for them to getinto, so that even with all this great increase during the war, there has been an acceleration of the increase over what it would have been without the war. The difference is in the distribution of women within the employment picture. It is not that we can not get jobs, it is where we are stopped after we have got the jobs and our chance to select as among jobs that are the outstanding problems of women with regard to free choice in the employment fields. That is a little bit different. 139

Clothing (CIO) Job of postwar is going to be so colossal that what we are discussing today may not even come up to what will be required when the time comes. It is just impossible to make plans for the right of women to work. We could not take in every phase of the problem. 140

The industry I represent has not the problem in ahead that you have in the mass production industries, because ours is a civilian industry although a good part of the membership is working on war work. Our problem is that we have not enough workers. We are anxiously for our young men to come back, and there will be no difficult as far as seniority goes. With our industry, people just work and the job is divided through seasonal unemployment; there is equal division of work that is provided in all of our contracts. So much education has been done among the union workers and union leadership that I think we have all workers certainly gone farther ahead than we did in the last world war because we are so much stronger and we are organized in such great numbers.

The method that the UE uses to sooth the men with in taking in women for self-protection we have been doing over a period of years, and we always point out "when I came into the industry there were very few women in the industry and now there are 50 percent women and they were only taken in because they worked cheaper and you have not got jobs now." That is the best education for the men, not so much about seniority or whether you have the right to work. This has been a mechanized war and women have had opportunity such as they never had to learn to become a mechanic. If men want to preserve their jobs and the value of the job and the rate of pay they are getting, they have to consider it all from the point of viewof protecting everybody on the job, and "everybody" means men and women. These skilled workers if not taken care of by the unions will be the scabs of the future.

UAW A headache we had in Detroit on seniority and cutbacks was the case 142
of the Wolverine Tube Company where 120 women were to be laid off, due to the fact that their department was being discontinued. The women in that department had more seniority than the men had. The company threw the problem right back to the union saying "if you can talk to these men and have these men give up these light jobs and have the women take those jobs because they have more seniority than those men or less seniority than some of the men had, all right. But if the men took heavier work that meant less pay, so therefore another problem came up. When further cutbacks come all this will cause a lot of confusion.

I appreciate the discussion about having some sort of survey as to what types of jobs women can do because when we go to the U.S. Employment Service they say, "no, these jobs are for men; women can't do them." I think some investigating should be done on whether or not women can do these jobs and also find out whether or not it is a job that can be converted into a type of job that a woman can do.

Shoe Workers (CIO) I think that the unions and the Women's Bureau have a 143
job of educating labor as well as management. A great number of women have come in to industry during the war period, and have also come in during conflict between management and labor, and they were considered by organized labor as an undesirable element in the industry because they came in as scabs and because of the fact that women were forced to take jobs in the open shop part of the industry for lower rates and were considered a weak element that was not willing to protect a job. Even now when they come in on a legitimate basis because we can't get other workers women are considered a temporary element because as soon as the war is over they will go back home.

We are overlooking another factor, women themselves are suffering an inferiority complex, both as a whole and as individuals. It is due to lack of confidence that women in many cases don't take the responsibility and the jobs that they can handle. We can help instill confidence in women by educating them, affording them to be better prepared.

FSM Numbers of women as members of negotiating and grievance committees. 145

UAW If we can have 5 years of full employment I am not worried about participation of women. The report of the WB shows the greatest number were recording secretaries and financial secretaries - pretty typical.

Textile Workers (AFL) Our seniority clauses can do more to keep women in industry than any other provision of the contracts. I think if there has been any feeling against women in industry, it has been in the textile industry. After the last war women went directly into the textile industry and took on a far greater work load than the men would take on and for far lesser pay, so that when the war was over, men cam back and had no jobs to go to. What we have done now in seniority clauses has eliminated any fear of women taking men's jobs, or men coming back and not having any job. We have straight seniority clauses and classifications of seniority, and that has done more to protect the women on the jobs in the textile mills than anything else. But there is no sense in our fooling ourselves. Some of us are going to have to go because the mills are operating at abnormal capacity. We have taken a survey of what employment was in the mills prior to the war period, not only women but men too. We find that an average of 65 percent of the present employees were employed in some cases 10 years prior to our entering the war effort (even before we declared war). 35 percent of the people now employed are what we call "peak employees" or surplus employees. We faced the problem of either saying that when the

season of full employment is over we would have to share what work was available and in many instances we would work for months with only 1 or 2 days a week on the job. We said that we would consider an average of 65 percent of the employees in a given plant as the normal or regular employees, and 35 percent shall be listed as the peak or surplus employees, then we would have only the 35 percent to deal with and find jobs for. Then we said to the employer Wbefore you can let any of the 35 percent employees go we must make provision that no more people shall be employed untill these 35 percent have been reemployed. For instance, if any of the 65 percent decide to leave industry for any reason, the 35 percent group will have a claim to those jobs before anyone else can be hired. In the textile mills we have found a lot of favoritism about jobs. If you were related to the boss you had a steady job and never had to worry, but if you weren't related you never had a steady job no matter what seniority you had.

We have taken a list of all the employees and made that a part of the contract. It is a tremendous job but once it is done, it is a complete job and that is all. The names of all the employees are made a part of the contract. When layoffs come, we take the last one in, he is the first to go, andin rehiring,the last one to be laid off is the first one to come back.

In the same clause we have a protection against favoritism. We have penalities imposed on the employer so that no one take take a day off for any one else. If it is John Jones' turn to take a week or a day off, then John Jones must take it and Mary Smith can't take it for him. If one employee is unjustly laid off, he or she receives pay for the time junjustly laid off.

We also provide that if in one department a number of employees must be laid off for any reason and in another department employees are needed, then those to be laid off must be absorbed by the other department, so that in the socalled peak periods our people are thoroughly protected. It gives them advantages they never had before.

If all the unions who have seniority clauses would send to you their experiences through the women here, then you could send out something that would cover the picture.

FSM It is important in thinking of the responsibilities of women for their part in a program that looks to postwar to have, first of all, an attitude that does not create antagonism, which must be based on a positige program that does take care of the interests of all those who are a part of it. That attitude alone, if you haven't got it based on a knowledge of the kinds of conditions that are going to arise and how they are going to affect the people is not going to get you anywhere. If women are to participate effectively in their union organizations as creating a condition where there are jobs or opportunity for jobs on an equal basis with men, it must be a program that is understood and accepted and in the interest of all.

April 20, 1945

Hotel & Restaurant Workers (AFL) Unions generally went along on the question of granting dispensations to employers to relax hours where they felt it was essential. We have found in the industry which I come from - hotels and restaurants - many employers taking advantage of this relaxation even where they did not actually need the extended hours. Yesterday I cited th that at the hearing before the Department of Labor in New York it was brought out, through questioning by the union, that the rate of asking for dispensations was four to one - that is, four nonunionized shops to one unionized shop - and at that time we pointed out to the representatives of the Department of Labor that perhaps it was not enough to grant a dispensation to relax hours merely upon the argument of the employer that he could not get help, because there must be some other factors which apparently carry a great deal of weight, and these must relate to working conditions if you consider the proportion of requests between union employers and nonunion employers. There have also been a number of requests recently by the hotels for dispensation to allow women to work 7 days a week. This is new, and today we have had about 6 of the large hotels in New York City asking for this. So far the union has refused to go along, and has stated its position to the Department of Labor. Hotels always use the argument that we still have emergency situations, and that certain proportions of hotels are tied up with the military; they say too that they don't save any money by having the workers work longer hours, but it is for military advantage to have a dispensation permitted. 164-a

I think a pronouncement should be made as to the position of the unions on this question of relaxation or of dispensations. Most of us know that many employers take advantage of the situation and may continue to take advantage, especially on such relaxations as a 7-day week. Unless a definite position is stated by all unions, and especially unions where there is a preponderance of women, there may be a certain slackness and laxity about the situation. I would like to make that a recommendation for this conference, that some sort of a statement come from this conference as to maintaining after the emergency period the conditions as far as hours go that we had before the emergency period, that is, the doing away with the dispensations. [Seconded by Stegmann, Bookbinders (AFL)] 165

Bakery & Confectionery (AFL) In the City of Milwaukee we have found that one of our plants for a 90-day period had asked for a 15-minute noon hour and when we heard about it we found out that some of the girls were happy because they could get home 15 minutes earlier. They had been having a 30-minute period. I think we have to educate our people again that 15 minutes don't mean too much time in getting home, and a halfhour lunch hour would be much more valuable for their health. 167

Office & Professional Workers (CIO) We should put in a foreword in terms of our country's general postwar objectives that this is absolutely essential as part of the effort to raise the standards of living of the people and achieve full employment. We have a real basis today to say that this is not only good for women but essential for the nation's objectives. [Stegmann, Bookbinders, moved that the suggestion be recommended by all] 169

Electrical, Radio & Machine Workers (CIO) We have been having 169
problems with the women in our factories who want this concession /dispensation to work long hours/ because they want more money and the most recent request that I got was from an organizedplant of about 1500 people - the American Safety Razor - and the women wanted it, and pressured someone else who pressured me, to get the Department of Labor to give them a dispensation which had been refused. I found out that the hourly wage of the women was 50 cents an hour; they have a case before the War Labor Board on dispute because the employer won't raise the 50 cents per hour wage. We are not going to push those dispensations back to where they were before the war because the women workers want it - unless simultaneously we give them eheught take-home earnings. "Unless they work the 60 hours they won't be able to eat." Our problem is therefore with the women as well as the employers at this point.

Clothing (CIO) If 50 cents is not enough - and certainly it is not 170
enough - we have to get the women more in some other way, and we are not going to sacrifice hours in order to give them higher earnings. So I would suggest that we stand by the hours that we have had in the State and the shorter hours that we still want to get. We may get these women sore. Well, it is too bad. We will work for them in some other way in order to raise their standards.

Electrical, Radio & Machine Workers (CIO) I am not asking the government 171
to solve it for us. I am just trying to make this point, that we should not have just one sentence saying we are for going back to our prewar standards and for bettering them unless somewhere along the line in this statement we indicate that we need higher earnings for our people as we have shorter hours without making one conditional on the other.

Office & Professional (CIO) We need to consider and to know here that 172
for millions of women, they are hungry, that is their problem, and nothing else is nearly as keen as that. That is their basic problem. We should taki about the essential problem of millions of women who are in the white collar and professional fields, their standard of living, the fact that their salaries are so low, since we are going to be talking about the women workers as a whole and not just those in unions.

$28 a week is the average wage of a white collar worker and the bulk are women and it is not enough to live on and these women are unorganized ~~xxxxxxx~~ and we can't say that they have to join unions and solve their problem, that is not the solution at this given moment because they are not going to join fast enough. I think we have to consider that problem in terms of what all of us need to do about it, including the Women's Bureau essentially. I think it is going to be impossible to achieve an economy of full-time employment so long as we have these millions of people who are earning so little money and no attention being paid to them What we need at this point is to emphasize the problem and to call it to public attention, particularly with some facts and figures.

Food & Tobacco (CIO) In the campaign where the unions are taking a 174
leading part in the drive for a 65-cent minimum in Congress to amend the Wage-hour law, it might be possible to work out a special contribution by the Women's Bureau in bringing out the whole situation of these low paid people. Millions of people are affected by this, these very low wage people in industry are largely women. Speaking specifically for canneries and tobacco plants we find in practice that the bulk of the people are still getting less than 65 cents and the bulk of them are women.

Electrical Workers (AFL) A subject that I want to bring up seems very 175
vital. I refer to the wage bracket system which has been set up by the War Labor Board. For the first time in our history wages have been set forth on a wholly unscientific basis. The Bureau of Labor Statistics has on behalf of the War Labor Boardpublished wage brackets, calling them tested and going rates, without regard to any scientific wage determination. They are existing wages and the low wages in unorganized industries are present there and contribute and are weightedinto the wage bracket.

They are going to establish that after the war in sections of the country where organizations are retarded, like the South; they are painfully low, and they are going to be used by the employer. They are called tested and going rates. It is a vicious designation. Up to now any wage figures that have any governmental authority whatever have been wages that was the union wage. There have been State laws for many years based on the prevailing rate of wages which was the union rate but now we have ~~their~~ this entire volume of wages, authorized, published and established and used as a yardstick, and measuring rod, for wage applications before the War Labor Board which are sweated wages in many cases. I would like to 177
see this conference taken position on the wage brackets. It is a Women's Bureau conference and it seems to me appropriate, it may seem inappropriate but it is a very real problem.

Hosiery (CIO) We have this, but if the minimum wage is so low in certain 177
sections of the country that in many instances the minimum wage becomes the maximum wage according to the industry - we also know that we may be 100 percent organized in one section of the industry or one partof the country but on the other hand the same indsutry is in competition on the market and that competition becomes so great that your union wages suffer because of the low wages in that same industry in another part of the country

I think that a conference of this sort can do something to help in recommending a minimum wage that will apply to the rest of the country, so that we are not going to have in the basic industries the cut-throat competition that is going to bring the wages down so low that even the minimum that we are supposed to get will become the maximum. We had that experience before and I am afraid that if we don't get a decent minimum for all the people, men and women, that we are going to go through the same thing again.

UAW (CIO) I want to speak a moment on a concept which some of us have been talking about here and in our unions, that of job evaluation. That grows in the UAW out of the organization's fight to have stabilized wages, a fight to have a drill press operator paid the same rate in Detroit as Dallas. I think all of you know what the UAW calls the bracket rates. We call it the bracket racket and the fight for wage stabilization has been pushed because of the action of the War Labor Board on this case, so we talk about job evaluation. Some evaulation of course is done on the basis for the fullest protection for the worker. 179

In an educational conference just recently we spent considerable time in carrying that over to job evaluation in, for example, the retail trade, the office and professional workers. If you analyzed what it means and what it takes, the scale of skills and experience to be a good clerk in a store, you might find that those skilled and experienced should receive more pay than a drill press operator. I don't know, but we needto give a greater appreciation of the jobs that people in the low-paying industries are doing, in publications of the Women's Bureau. That is an educational program for our own membership and for the general public, women's organizations, and so on.

CIO We keep hoping that as much as possible of the contribution of the union will get into the material to make it more valuable, the more that can be said about what collective bargaining does, the better from our point of view. 182

Hosiery (CIO) Is WB consulted on the establishment of minimum wages? 183

Hotel & Restaurant Workers (AFL) I was wondering what could be done through this Bureau to get minimum wage laws established in those States where they are not yet established, and the second problem is in those States where we have minimum wage laws and where a number of Boards have already been set up and standards have been set. In New York there are some 5 or 6 industries set up under minimum wage, namely service industries, I think that without fear of contradiction we can all say that the rates that were established by those boards are far below today what we would consider a standard minimum wage. They are terrifically substandard. In hotels, when we set up the board in 1940, we considered 33 cents an hour was a good rate compared to what the maids had been making previously; it ran from $7, $8, $9 to $11 for fulltime work. Of course the rates today are way beyond that. The union has done the negotiating and we have had many many increases. However, the fact remains that the minimum wage board standard still today is 33 cents or $14.85 a week. 184

Most of the unions that are involved in these industries are laundries, hotels, restaurants, the candy industry and so on. They have been trying to get the boards reconvened in order to get a higher standard set. Is it within the province of this Bureau or what could this Bureau do to help in the reconvening of those minimum wage boards where they have already been set up.

The third thing I would like to raise is that the question of wage brackets is a serious problem. I don't think that the WB could do anything about it, but I do feel that this is an angle that the unions should handle. After all, the wage brackets that were set up were made by union rate; we took an average rate in our industry and some of the other industries and attempted to set up wage brackets, and it is a problem but is something that should be handled and fought through by the unions in each specific industry.

Electrical Workers (AFL) I am not suggesting that the WB can or should do 186
anything about it. It is a question confronting this conference. We
are confronted with the situation that for the first time in our history
a certain authority has been given these wages which are not union wages, whic
are basedon the wages of the entire community, including the lowest wages in
that community and they are set up and have a certain official standard and
will continue to have that standard. They are designated as tested and
going rates and employers are going to use them. They are going to remain.

Bookbinders (AFL) Could this group issue a statement to the War Labor 187
Board asking the lifting of the Little Steel formula where the women
working were particularly concerned, without involving the WB?
In one instance in Region 6 we have fought the established rate that they
had made for bindery women. We fought it and we talked as a going rate the
minimum rate for our experienced union women in that region, but it included
only the Chicago area, and in the Fox River area, though in the 6th region,
there was still another going rate. Those are the things we would like to
do away with so that we can accomplish a minimum wage rate in the various
districts set up. We want to cut down competition in our own trade because
there are quite a few in our industry that are still to be organized.

Clothing (CIO) This does not come within the Women's Bureau to 189
formulate any statement, nor do I feel that any statement should come
from the conference because every international union is on record against
the Little Steel formula. That has already been registered and I can not
see where our additional word will have any greater effect. We are a part
of international unions. I, for one, certainly am not going to sign any
statement without permission, without consulting my international union,
because it has already expressed its opinion. I would be very much oppesed
to having any statement made to the War Labor Board.

Clothing - laundry (CIO) I find you have drafted a model minimum wage 191
bill. I feel that that bill should be sent to the unions affected
by the minimum wage laws because many unions or the groups that have
drafted minimum wage bills are not conforming with the model bill. I
think that wider distribution of your bill to these unions would probably
help them in deciding that there is something lacking in the bills that
they are now supporting.

Food & Tobacco (CIO) I am in wholehearted agreement with action to press
better stanards on a State basis affecting intrastate industries, and I
should like to propose that the Women's Bureau take similar active part when
the amendments to the Fair Labor Standards Act come up, on a Federal basis,
because that is the minimum waw that affects the great bulk of people in
factories and I think it is exactly comparable to the type of activity you
outlinedon a State basis.

NWTUL While I feel that the Women's Bureau can not go to the War Labor 192
Board I feel that the Director of the WB might go to the proper people and
tell how this conference feels about the wage brackets. They have gotten
us in hot water plenty on their cost of living stuff, and I thknk we ought
to say something about it [wage brackets].

UAW (CIO) I agree wholeheartedly with the point of view on wage brackets but I think the question of strategy comes up, the question of tact comes in, how are we going to do it? I don't think it is at all fair to Miss Miller to attempt to do it at a conference of this nature and I don't think we will get anywhere with it. I think if we should use our heads we should do it. We are all in Washington and if we want to get together after this meeting is over and bring it up ourselves and then refer it back to our union executives and ask to do it as official representatives of the union, O.K., but I think it is poor strategy, if we can get cooperation from the WB, as union people, to try to handicap the prestige and amount of good we can get from the WB by taking a definite position at a conference that was called to set up information to come from the WB that would be of help and of assistance to the union. 193

NWTUL I have no desire to put the WB on a hot spot. I do know that the WB has not publicisedit but it has again and again interceded withthe War Labor Board when women's cases were up, and I know the WB officials would use the same strategy that was usedthen. I know what it did on the question of equal pay. My whole desire is that the Director in a friendly fashion could talk it over andmerely let the BLS know that this question came up at this conference and how the women feel about it. 194

discussion

UEW (CIO) This will be in the record of the WB and if Miss Miller wants to use it she will use it. I suggest we get on with the agenda. I am extremely interested in all the things we did not get to that we were called together to discuss.

CIO The way in which the WB may be able to assist the unions and women's organizations in the community - will this also be discussed? Some of our people are very much interested in that type of practical assistance. 196

Garment Workers (AFL) [Mrs. Heller was at the Indiana conference] I would like to say that the continuing committee has had a few meetings and we now have under way district meetings to be in the early part of June, one in southern Indiana andone in northern Indiana - in Fort Wayne, and in Terre Haute; the plans are definitely under way and we expect to have a delegation there. We are taking in women's entire interests as far as we are able to , not legislation only; we are giving special attention to child welfare and anything that would be of interest to women who work, both organized and unorganized, in all walks of life. 198

UEW (CIO) We have just completed a survey in New York State, all over the State, and in conjunction with Miss Fitzpatrick, director of women in industry of the State department of labor, interviewed each woman at work, every age group, nonunion, married and so forth, every possible type of woman in our industry. We had complete discussion, her family problems, her postwar prospects, what job she is doing, any one in service, how many children under 16 and over 16, very detailed, spending from half an hour to an hour with each woman. 199

I am thinking of after school care, I am thinking of day care. I am thinking about having our stores open late one night a week, even after the war, for the working woman, and in some centers we got stores to stay open a and the only one who could shop at those hours were someone who had little war plant badges, but a union itself can never do it alone; you need an impartial community group to help you put that thing across. (cont'd)

UEW (cont'd) Here are a few quotes from the women in our survey - 200
(I think the WB might help set up a labor pool of domestic workers that we could get from USES at a decent minimum wage, provided there were safeguards and standards - it has never been done. We have had calls from women with 3 or 4 children who work 6 hours a day; Saturday they wash clothes, Sunday they iron, they never see a movie, and the 10-year old takes care of the 6-year old, and that is the kind of life our families are leading today, and we talk about preserving a family, and yet we shut our eyes to things that this Bureau can develop and other groups, to make sure we bring up our children the way we want to.)

82 percent of the women, married or single, expect to continue working. 91 percent of the up-State women who hope to continue working reported they must work in order to support themselves or others.

A 44-year old woman is the chief support of a family; her husband is too ill to work, the only other contributor to the household is a young daught. "I am dependent on just what I make. The bank account isn't any more. I think it is an awful thing for a woman to take on all the responsibilities of taking care of a family and having to work. It puts the fear of the devil in you when you hear of big layoffs."

A Schenectady divorced woman, the major support of two aunts, commented as follows in answer to the question of expecting to go on working after the war "When I used to work for the fun of it I likedit. Now I feel it is a deadly grind. I hate to miss a job because I have nothing to fall back on."

The mother of 2 teen-age boys says, "If I can stand it I want to work. I would like to send the kids through school. The extra money helps make it easier for the children than us. It keeps them from going wrong because of lack of money."

This goes right on down the line and yet they express their fear that they expect to be expelled from industry. The survey showed the number of women who had small children and the fact they did not have them in a nursery of any kind, and the stories we heardof children running around town at the age of 8 and 10 is true in smaller communities.

I would like to see this Bureau convene the meetings of such groups 202
and not just government groups so much can be done by the community and on a voluntary basis. In some communities they would see to it that we have these services as a part of the community after the war. A lot of us working now who have husgands in service may have to continue working. I would like to feel that the nursery my child goes to is not going to be closed on the day of victory, and I think every other woman feels that way. I would like to ask that the Bureau consider such a program of cooperation. 203
It is the center or the focal point around which these things could be done.

UAW (CIO) I agree completely. And I would like to say that the project 203
that is going on in Indiana is something we are all going to watch very closely. Some remarks came to me indirectly that I would like to make a suggestion on. It was the feeling of some people who participated that they were being talked at, and they felt a little more freedom was necessary in allowing them to express their ideas. Group participation and discussion is important to make the people feel that they are actually part of the entire program. This happens a lot of times in getting groups together, somebody has to start the ball rolling and unless it is made very clear that they are allowed to relax, that this is their program and their show, that they are wanted to participate, they feel a little reluctant to tread on somebody's toes because they are not union organizers and are not used to batting around like a lot of us are, andthere is needat the beginning to draw people out and let them know their comments are wanted.

CIO Unfortunately we always come back to that little phrase "as [WB] resources permit" and what might we do to bring about an increase in those ~~xxxxx~~ resources. We would like to see the WB expanded to a point where it can perform the services it should be performing. We don't like to have to say, "Cut down this in order to do this." We would like to see it really grow and it is an extremely important field of operation. 205

UAW Those of us who are here are very interestedin working with community agencies, both private and public, in so far as we can help to expand the services of those agencies which are not meeting needs and to create new services for needs as they develop or are already existing. We have found that through the union counseling program of the UAW-CIO, which I understand has been adopted by the national CIO, we have a very effective means of interesting the average union member in his or her community resources. 207

Through our unio counseling program men and women are trained, not as professional social workers but more as liaison people or referral agents on the shop level to be able to quickly find out what agency, whether private or public, is best equipped to meet the worker's problem. He or she is working right along with the other workers in the plant. It has been interesting that we have already pointedout several lacks in services in the community but through this way, you have your people, your membership as a whole, getting interested in it. I think it is one of the techniques which we in our unions can use to increase our awareness of the need for establishing closer relationships with our community agencies of all kinds, and through effective participation, then to see that adequate and expanded and new services are set up.

Garment (AFL) [Heller] In Indiana I have become more conscious of the union woman's duty to her community and what she is able to contribute to the rest of the community and the rest of the citizenship can get a lot from the union woman, which was expressed in a very nice way by one of the recent bulletins of the Women's Trade Union League.. I am of the opinion that all the time we could spend on community affairs would be of more benefit to us than even at this time we realize. The need is great for union representation on all boards, especially on welfare committees and on extended school periods, on child welfare. I am working on the executive board of the Indianapolis Emergency Day Care Centers and I feel that out of all my life and all my contributions to community welfare this possibly is the most interesting and worthwhile program that has ever been established in Indian polis. The good is far reaching and very geneficial and in my own group there are quite a few members that are taking advantage of these particular services. I am also a member of the board of management of the Social Agencies. It is amazing the things that will come back to you and the way that you can serve as a representative of labor. Oftentimes people will come to our office that are in the employ of these different social agencies asking for advice about their own little workday problems. You have a two-fold service there to your community. 208

Statement of union delegate from shipyard in New Jersey

In the past week [middle April] we had about 200 women in our yard laid off and this created a terrific problem, naturally, because these women began to resent the whole question of seniority. We got the women together and we had a whole discussion with them on layoffs and postwar plans as they affect women and tried to explain the reason for seniority and what women had to look to in order to get jobs in the postwar period.

We attempted to educate our own membership on this whole question. Then we took a survey of the women in the yard to try to show up the fact, first of all, to the men and in our union, and second, to the community, that it was not only because women wanted to work but because it was necessary for them to work in the postwar period that plans had to be found to accomplish this objective [full employment].

As we expected, we found, on the basis of this survey, that 98 percent of the women wanted to continue working in shipyards, and that practically every one wants to or had to work after the war. They want to continue working in shipyards or at least continue working in those skills which they have been able to pick up there. Many of them worked in service industries before the war.

One of the greatest things that the Women's Bureau can do to help us is to give us a knowledge of where these people can be retrained so that they can continue to utilize and put into effective use some of these skills in other industries where they can go, and be able to work at approximately the same rate of pay which they have achieved during the war.

Letters in re formation of mailing list, follow up of Conf. 4/19-20/46
For other letters see "Acceptances, ect."

...onal Union
...ICA
...tion of Labor
...DELPHIA 32, PENNA.
...6132

SAL B. HOFFMANN
President

... 28, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Re: Pamphlets

Dear Miss Miller:

Your communication of June 25 has been forwarded to the Assistant President of our Organization who is also the Director of our Education activities and in charge of our Women's Auxiliary. Mr. David S. Schick will communicate with you regarding the possibility of distributing the three pamphlets you discussed.

If I can be of further assistance please communicate with me.

With cordial regards, I am

Sincerely yours,

M. SCARDINO
Office Manager

MS/djs
OEIU - 14

Upholsterers' International Union
OF NORTH AMERICA

Affiliated with the American Federation of Labor

2812 NORTH BROAD STREET • PHILADELPHIA 32, PENNA.

Telephones: RADcliff 6130 - 6131 - 6132

SAL B. HOFFMANN
President

WOMEN'S BUREAU
JUN 2 1945
DEPARTMENT OF LABOR

June 28, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Re: Pamphlets

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If I can be of further assistance please communicate with me.

With cordial regards, I am

Sincerely yours,

M. SCARDINO
Office Manager

MS/djs
OEIU - 14

June 25, 1945

Miss Margaret Scardino
Upholsterers' International Union
2812 North Broad Street
Philadelphia, Pa.

Dear Miss Scardino:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

There are a few union presidents who have not yet replied to our letter asking that they designate the union person to receive and distribute Women's Bureau materials according to the conference plan. That is the case with your union and I would appreciate it greatly if you could check and advise me the best way to handle this matter.

It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, then they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

In addition to this plan for direct distribution to the union we would like to put their Washington legislative representatives on the list to receive this material. Accordingly if your union has such a representative in Washington will you please also send his or her name and address at your earliest convenience.

Sincerely yours,

Frieda S. Miller,
Director.

FSM:MB:h

June 25, 1945

Miss Anne Murkovich
American Federation of Hosiery Workers, C.I.O.
2319 North Broad Street
Philadelphia, Pa.

Dear Miss Murkovich:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

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Sincerely yours,

Frieda S. Miller,
Director.

FSM:MB:h

June 25, 1945

Miss Dollie Lowther
Educational Director
Care of Laundry Workers' Joint Board
160 Fifth Avenue
New York 10, N. Y.

Dear Miss Lowther:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

In writing to Mr. Hillman we did not ask him to name a separate union woman for the laundry workers. I am writing Mrs. Bellanca about who can handle the matter for the clothing workers. I would appreciate it greatly if you could check and advise me the best way to handle this matter.

It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, then they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:eh

June 25, 1945

Mrs. DeLores Pinta, International Representative
United Farm Equipment Workers, C.I.O.
1110 South Oakley Boulevard
Chicago, Illinois

Dear Mrs. Pinta:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

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It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, then they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

In addition to this plan for direct distribution to the union we would like to put their Washington legislative representatives on the list to receive this material. Accordingly if your union has such a representative in Washington will you please also send his or her name and address at your earliest convenience.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

June 25, 1945

Mrs. Dorothy Bellanca
Amalgamated Clothing Workers, C.I.O.
15 Union Square
New York, N. Y.

Dear Mrs. Bellanca:

Three pamphlets of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate for the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

There are a few union presidents who have not yet replied to our letter asking that they designate the union person to receive and distribute Women's Bureau materials according to the conference plan. That is the case with your union and I would appreciate it greatly if you could check and advise me the best way to handle this matter for the Amalgamated. I am writing to ask Miss Lowther about the laundry division.

It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, they they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

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Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF America

15 UNION SQUARE, NEW YORK 3, N. Y.

SIDNEY HILLMAN
General President

JACOB S. POTOFSKY
General Sec'y-Treas.

VICE-PRESIDENTS
DOROTHY J. BELLANCA
HYMAN BLUMBERG
JOSEPH CATALANOTTI
ABRAHAM CHATMAN
LOUIS HOLLANDER
JACK KROLL
LEO KRZYCKI
SAMUEL LEVIN
A. D. MARIMPIETRI
ABRAHAM MILLER
WILLIAM REZNICEK
FRANK ROSENBLUM
STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

WOMEN'S BUREAU
MAY 9 - 1945
DEPARTMENT OF LABOR

426

OFFICE OF THE SECRETARY

May 8, 1945

Miss Frieda Miller
Women's Bureau
Department of Labor
Washington, D.C.

My dear Miss Miller:

Your letter addressed to Mr. Hillman has been brought to my attention. Mr. Hillman is not in New York at the present time and we do not expect him to return for a month or so. I am trying to get the information for you that you requested in his letter as well as the letter addressed to me.

I enjoyed very much participating in the conference and I hope it will bring about good results. On my return to New York, I sent you a letter asking whether my folder had been found and if not, if another one could be sent to me. Thus far I have received no information on it. I would appreciate you sending me at least a list of the delegates that were present at the conference.

I am enclosing a little handbook on Hospitalization and Maternity Benefits that may interest you.

Sincerely yours,

Dorothy J. Bellanca

DOROTHY J. BELLANCA

DJB:sk
encl.

TELEPHONE ALGONQUIN 4-6500

AMALGAMATED CLOTHING WORKERS OF America

15 UNION SQUARE, NEW YORK 3, N. Y.

SIDNEY HILLMAN
General President

JACOB S. POTOFSKY
General Sec'y-Treas.

VICE-PRESIDENTS
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SAMUEL LEVIN
A. D. MARIMPIETRI
ABRAHAM MILLER
WILLIAM REZNICEK
FRANK ROSENBLUM
STEPHEN SKALA
CHARLES WEINSTEIN
MURRAY WEINSTEIN

426

OFFICE OF THE SECRETARY

WOMEN'S BUREAU
APR 25 1945
DEPARTMENT OF LABOR

April 23, 1945

Miss Frieda Miller
Women's Bureau
Department of Labor
Washington, D.C.

My dear Miss Miller:

I am writing to ask you if by any chance my conference folder has been returned to you. I left it on the desk on Friday as I was signing the letter to the President. The folder had my name on it and contained the conference material and my own memos. If you do have it, would you kindly send it to me. However, if no one has returned it to you, I would like to have another folder with the conference material enclosed.

Sincerely yours,

Dorothy J. Bellanca

DOROTHY J. BELLANCA

DJB:sk

June 25, 1945

Mrs. Jane Gratz
International Chemical Workers' Union,
Local #16, A. F. of L.
3969 Detonty Street
St. Louis, Missouri

Dear Mrs. Gratz:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

There are a few union presidents who have not yet replied to our letter asking that they designate the union person to receive and distribute Women's Bureau materials according to the conference plan. That is the case with your union and I would appreciate it greatly if you could check and advise me the best way to handle this matter.

It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, then they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

In addition to this plan for direct distribution to the union we would like to put their Washington legislative representatives on the list to receive this material. Accordingly if your union has such a representative in Washington will you please also send his or her name and address at your earliest convenience.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

June 25, 1945

Mrs. Julia O'Connor Parker, Organizer
International Brotherhood of Electrical Workers,
Telephone Department, A.F. of L.
Carteret Hotel
New York, N. Y.

Dear Mrs. Parker:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

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Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

June 25, 1945

Miss Pauline Newman
International Ladies' Garment Workers,
Local #32, A. F. of L.
Union Health Center
275 Seventh Avenue
New York, N. Y.

Dear Miss Newman:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate For the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

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In addition to this plan for direct distribution to the union we would like to put their Washington legislative representatives on the list to receive this material. Accordingly if your union has such a representative in Washington will you please also send his or her name and address at your earliest convenience.

Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

June 22, 1945

Miss Dollie Lowther
Educational Director
Care of Laundry Workers' Joint Board
160 Fifth Avenue
New York 10, N. Y.

My dear Miss Lowther:

Soon after our conference with union women, I wrote to the president of your international union, expressing our pleasure at your having been able to attend the conference, and I also told him of the recommendation adopted regarding distribution of Women's Bureau material to your women members, international representatives, and others to whom it might be useful. Up to this time we have not heard as to who he wishes to designate as the woman member to be in charge of this.

In writing to Mr. Hillman we did not ask him to name a separate union woman for the laundry workers. Rather than write him again about who he will select for the Clothing Workers, and who, in addition, he would like to name for the laundry branch, I am getting in touch with you as representing the laundry workers at the conference, to find out who could do this for your members. We are ready to complete our mailing list for this purpose, because the 3 leaflets we have prepared especially for the unions are expected shortly from the Government Printing Office. They are on seniority, rate for the job, maternity provisions (the last named you have seen but it is being reprinted so we will have quantity supply of all three). If you can clear with your president, we will put your name on the mailing list to handle this distribution for your union.

It is our thought that we would send a small supply of each leaflet to you - say, 25 copies, or 50, or 100, or whatever number you suggest - for you to distribute to the women leaders and other representatives of your union who may be interested. You could let us know if you want more, or, you can inform the persons to whom you send it to write directly to the Women's Bureau for more copies - which you believe is best.

Will you send us your suggestion about his as soon as possible?

Sincerely yours,

FSM:MB:MNG

Frieda S. Miller, Director

June 21, 1945

Miss Jennie Shuck, Field Representative
Packinghouse Workers of America, C. I. O.
2414 Shields Avenue
Sioux City 2, Iowa

My dear Miss Shuck:

Soon after our conference with union women, I wrote to the president of your international union, expressing our pleasure at your having been able to attend the conference, and I also told him of the recommendation adopted regarding distribution of Women's Bureau material to your women members, international representatives, and others to whom it might be useful. Up to this time we have not heard as to who he wishes to designate as the woman member to be in charge of this.

Rather than write him again, and knowing how many other matters require his attention, I am getting in touch with you to find out what you consider the best thing for us to do. We are ready to complete our mailing list for this purpose, because the 3 leaflets we have prepared especially for the unions are expected shortly from the Government Printing Office. They are on seniority, rate for the job, maternity provisions (the last named you have seen but it is being reprinted so we will have quantity supply of all three). If you can clear with your president, we will put your name on the mailing list to handle this distribution for your union.

It is our thought that we would send a small supply of each leaflet to you - say, 25 copies, or 50, or 100, or whatever number you suggest - for you to distribute to the women leaders and other representatives of your union who may be interested. You could let us know if you want more, or, you can inform the persons to whom you send it to write directly to the Women's Bureau for more copies - which you believe is best.

Will you send us your suggestion about this as soon as possible?

We would like to put Washington legislative representatives of unions on the list to receive this material for their information but we don't have all of their names. Could you send us the name of the representative of your union if there is one here?

Sincerely yours,

FSM:AA:MRG

Frieda S. Miller, Director

PARTICIPATION OF WOMEN MEMBERS IN UNION AFFAIRS

1. Name of international union_____

2. Women members of Executive Board. Yes___ No___ Number_____

3. Women officers of international union. Yes___ No___ Number_____

   a. Offices held_____

   _____

   _____

4. Women presidents of local unions:

Local union number	Name of President	Address

5. Recent or expected cutbacks in employment affecting women members -

Name of plant	City	Products	Date of layoff	Total Employment		Layoff	
				Men	Women	Men	Women

Bagwell

UNITED TEXTILE WORKERS of AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
STEWART BLDG., 402 6TH STREET, N. W. WASHINGTON 1, D. C.
TELEPHONE DISTRICT 8132-3-4-5-6

Office of the International Secretary-Treasurer

WOMEN'S BUREAU
JUN 9 1945
DEPARTMENT OF LABOR

June 8, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

The enclosed form is being sent to you at the request of President Valente.

With kind regards, I remain

Very truly yours,

Lloyd Klenert

Lloyd Klenert
International Secretary-Treasurer

LK:jgb
2 oeiu
Enclosure

7

UNITED TEXTILE WORKERS of AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
STEWART BLDG., 402 6TH STREET, N. W. WASHINGTON 1, D. C.
TELEPHONE DISTRICT 8132-3-4-5-6

Office of the International Secretary-Treasurer

WOMEN'S BUREAU
MAY 9 - 1945
DEPARTMENT OF LABOR

May 8, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

Your letter of May 1, 1945, addressed to Mr. Valente, has been referred to me.

Enclosed herewith you will find some of the information you requested on the list you forwarded to this office. | see O'Neil folder

My organization is not, in principle, opposed to the designation of a woman leader to be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members. However, at the present time, because of circumstances beyond our control, it is not possible for us to designate a woman leader in this capacity. Therefore, I would suggest that your Bureau mail all material of interest to Mr. Benjamin Haskel, Director of Research and Publicity, who is located at this address. I am sure Mr. Haskel will endeavor to relate all worthwhile information from your Bureau to our women members.

Sincerely yours,

Lloyd Klenert

Lloyd Klenert
International Secretary-Treasurer

LK:jgb
2 oeiu

~~Hedda~~ Bagwell

UNITED TEXTILE WORKERS of AMERICA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR
STEWART BLDG., 402 6TH STREET, N. W. WASHINGTON 1, D. C.
TELEPHONE DISTRICT 8132-3-4-5-6

Office of the International President

WOMEN'S BUREAU
JUN 7 1945
DEPARTMENT OF LABOR

736 Pleasant Street
New Bedford, Massachusetts
June 6, 1945

Miss Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I am in receipt of your letter of May 1. I note your request pertaining to the designation of a woman leader in our organization whose name will be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful.

I believe that the logical person would be Miss Mary Taccone as she is one of our outstanding women trade union leaders. However, as far as distributing the material, I believe this could best be handled through our International Office. Therefore, may I suggest that any material that you may have which you feel is important to the women members of our organization be mailed to the International Office. You may be assured of our cooperation in having it placed in the hands of the proper people.

I am instructing our International Office to fill in the blank form that you have enclosed for information pertaining to our organization.

With kind regards, I am

Sincerely yours,

Anthony Valente

Anthony Valente
International President

AV:MM
oeiu 2

May 1, 1945

Mr. Anthony Valente
International President
United Textile Workers of America
Stewart Building
402 Sixth St., N. W.
Washington 1, D. C.

My dear Mr. Valente:

I want to thank you for having designated Miss Mary Taccone to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and Miss Taccone in putting her time and thought into this joint meeting.

The conference has been mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Taccone and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendations and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Sincerely yours,

press release rec'd sent

Frieda S. Miller
Director

FSM:MB:pao
Enclosure

NATIONAL FEDERATION OF TELEPHONE WORKERS

HDQTS. 306 NORTH CHARLES ST., ROOM 501

BALTIMORE - 1, MARYLAND

TELEPHONE SARATOGA 1898 AND 7695

EXECUTIVE BOARD:
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C. W. WERKAU, SECRETARY-TREASURER
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JOHN CRULL, SOUTHERN REGION
GEO. DuVAL, EASTERN REGION
DONALD BUCKLEY, WESTERN REGION

J. A. BEIRNE, PRESIDENT
1451 BROADWAY, ROOM 609
NEW YORK CITY - 18, N. Y.

May 31, 1945

WOMEN'S BUREAU
JUN 1 1945
DEPARTMENT OF LABOR

Frieda S. Miller
Division of Womens Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

In response to your letter of May 18th I am hereby informing you that your selection of Mrs. Frances V. Smith to represent the National Federation of Telephone Workers on a Continuing Committee meets with my approval.

I request also, that the name of Mrs. Ann James Herlihy to be placed on the Bureau's mailing list to receive material regarding matters of interest particulary to our women members. The address of Mrs. Herlihy is:

1339 - 14th Street, Northwest
Washington 5, D. C.

The five items of interest on which you request information will be forwarded to you within a short time.

Very sincerely yours,

J A Beirne

J. A. Beirne
President

JAB:FL

May 18, 1945

Mr. J. A. Beirne, President
National Federation of Telephone Workers
306 N. Charles Street
Baltimore 1, Md.

My dear Mr. Beirne:

I want to thank you for the cooperation given by your union through Mrs. Frances Smith in the conference the Women's Bureau held April 19th and 20th with trade union women. She participated in the discussions and made a real contribution to the meeting.

The conference was of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A copy of the press release is enclosed and a summary report of the conference is in preparation. A copy will be sent to Mrs. Smith and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that the Bureau set up a Continuing Committee which would meet at intervals to consider problems of women in industry and Women's Bureau cooperation with union women. I am at present considering names of women union leaders for membership and among them that of Mrs. Smith, if it meets with your approval that she represent your union.

Another recommendation of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if you will send as much of it as you can.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

NATIONAL FEDERATION OF TELEPHONE WORKERS

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WOMEN'S BUREAU
MAY 17 1945
DEPARTMENT OF LABOR

MRS. FRANCES V. SMITH, MEMBER AT LARGE
730 MICHIGAN BUILDING
DETROIT - 26, MICHIGAN

May 14, 1945

Miss Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington 25, D.C.

Dear Miss Miller:

I was happy to receive your letter of May 2nd as it indicates that you and your associates in the Women's Bureau are already engaged in following through on the ideas and suggestions discussed at the recent Union Conference. I am sure that such conferences have and will continue to prove of great value to all of us in furthering our mutual objectives.

In connection with the recommendation of co-ordinated distribution of the Bureau's publications, the National Federation of Telephone Workers' headquarters office at Baltimore has facilities that can be used for this purpose. We have direct mailing arrangements to 3,000 union bulletin boards throughout the country as well as facilities for bulk mailing to responsible union representatives who are in charge of distribution of material suitable for wide spread circulation among the rank and file members.

I have been authorized by our president, Mr. Joseph A. Beirne, to supervise this work and to pass on the quantity requirements. The quantity of each publication will no doubt vary according to its pertinence to the problems of our particular industry. Will you therefore please put my name on your mailing list to receive all material and I in turn shall notify you of the number desired of each.

I am enclosing the questionnaire on Participation By Women in Union Affairs. Our studies with respect to the information desired in Question 5 are not yet complete. We shall have more detailed information on expected cutbacks

affecting employment of women when our Post War Planning Committee makes its report to our Convention in June.

I should like to again express my appreciation to the Women's Bureau for extending an opportunity to women representatives of labor to participate in Conferences and other work of the Bureau and hope that if I am designated to attend any future meetings, that I may contribute more to their success.

Sincerely,

Frances V. Smith

Frances V. Smith
Executive Board
Member-at-Large

fs/w

May 2, 1945.

Mrs. Frances V. Smith,
Executive Board Member,
National Federation of Telephone Workers,
730 Michigan Building,
Detroit 26, Michigan

My dear Mrs. Smith:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repreat these conferences at intervals in the future.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I suppose that you will handle this for your union. If not, will you see that a woman is designated?

There is certain general information about membership in unions which it would behelpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

A copy of the press release is enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM/MB/nb

NATIONAL FEDERATION OF TELEPHONE WORKERS

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WOMEN'S BUREAU
APR 7 1945
DEPARTMENT OF LABOR

MRS. FRANCES V. SMITH, MEMBER AT LARGE
730 MICHIGAN BUILDING
DETROIT - 26, MICHIGAN

April 5, 1945

VSRO

Frieda S. Miller, Director
Women's Bureau
U. S. Department of Labor
Washington 25, D. C.

Dear Miss Miller:

I was very glad to receive your letter of March 31, 1945 relative to the conference that is being held by the Women's Bureau on April 19 and 20th, and am happy to inform you that I shall be able to attend.

The dates of the conference coincides with a meeting I am attending in Baltimore so I shall not require a government transportation request.

I believe that I shall also be able to attend the banquet on April 18. Will you please advise me as to the time and place.

Sincerely yours,

Frances V. Smith

Frances V. Smith
NFTW Executive Board Member

fvs/b

HERMAN WINTER
INT'L PRES. AND SEC'Y-TREAS.

JOS. SCHMIDT
INT'L 1ST VICE-PRES. AND COR. SEC'Y

WM. F. SCHNITZLER
INT'L 2ND VICE-PRES. AND FIN. SEC'Y

Affiliated with the American Federation of Labor

BAKERY & CONFECTIONERY WORKERS

INTERNATIONAL UNION OF AMERICA



INTERNATIONAL OFFICE BLDG.

TELEPHONE
BITTERSWEET 1711

GENERAL OFFICES
2719 N. WILTON AVE.

Chicago 14, Ill.

May 28, 1945

WOMEN'S BUREAU
MAY 30 1945
DEPARTMENT OF LABOR

Frieda S. Miller, Director
U. S. Department of Labor
Women's Bureau
Washington 25, D. C.

Dear Miss Miller:

This is in response to the request in your letter dated May 18, through one of the recommendations made at the recent Washington conference, that International Unions be asked to designate a woman leader to be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing same to women members, International representatives, and others to whom it might be useful.

We are herewith designating Miss Eleanor Raasch, a leader of our Local Union No. 244 of Milwaukee, Wisconsin, to be placed on your Bureau's mailing list to be responsible for the purpose intended. We have every confidence in Miss Raasch's ability to be of able assistance to the Women's Bureau of the United States Department of Labor and to the labor movement as well.

We are highly pleased to receive word from you as to the co-operation received from our organization and from Miss Eleanor Raasch through her attendance at the conference held by the Women's Bureau in the city of Washington on April 19 and 20.

Very truly yours,

Herman Winter

President & Sec'y-Treasurer

HW:HM
cc to Eleanor Raasch, Sec'y Local 244
1012 N. 3rd St., Rm. 213
Milwaukee 3, Wis.

HOLD TO LIGHT AND NOTE WATERMARK

May 15, 1945

Mr. Herman Winter
International President
Bakery & Confectionery Workers
2719 W. Wilton Avenue
Chicago 14, Illinois

My dear Mr. Winter:

I want to thank you for the cooperation received from your organization and from Miss Eleanor Raasch who made a very real contribution to the Women's Bureau union conference which was held April 19th and 20th.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Raasch and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller,
Director

✓ copy to [illegible]

FSM:MCB:eh

May 5, 1945

Mr. John B. Haggerty, President
International Brotherhood of Bookbinders
901 Massachusetts Avenue
Washington, D. C.

My dear Mr. Haggerty:

I want to thank you for having designated Miss Clara Stegmann to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and Miss Stegmann in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Stegmann and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller,
Director

FSM:RFN:eh

cc Copy & OS-

May 2, 1945.

Mrs. Frances V. Smith,
Executive Board Member,
National Federation of Telephone Workers,
730 Michigan Building,
Detroit 26, Michigan

My dear Mrs. Smith:

I want to say for myself and the Women's Bureau staff who participated in the union conference that the discussion was very helpful and that we greatly enjoyed having you here. We are very glad to have the opinion expressed by some of you that it would be of value to repreat these conferences at intervals in the future.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I suppose that you will handle this for your union. If not, will you see that a woman is designated?

There is certain general information about membership in unions which it would behelpful to have in connection with some of the work discussed. The attached sheet is sent you with the hope that you can get some of this information. I hope that you will send us as much of it as you can.

A copy of the press release is enclosed and the summary report will be sent you as soon as it is ready.

Yours sincerely,

Frieda S. Miller,
Director.

FSM/MB/nb

NATIONAL FEDERATION OF TELEPHONE WORKERS

HDQTS. 306 NORTH CHARLES ST., ROOM 501

BALTIMORE - 1, MARYLAND

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GEO. DuVAL, EASTERN REGION
DONALD BUCKLEY, WESTERN REGION

WOMEN'S BUREAU
APR 30 1945
DEPARTMENT OF LABOR

MRS. FRANCES V. SMITH, MEMBER AT LARGE
730 MICHIGAN BUILDING
DETROIT - 26, MICHIGAN

April 27, 1945

Miss Frieda S. Miller, Director
Women's Bureau, U.S. Dept. of Labor
Department of Labor Building
Washington, D.C.

Dear Miss Miller:

I should like to take this opportunity to express my very deep pleasure at having had an opportunity to attend the recent Conference called by your Bureau on Women Workers' Problems. The meeting was highly constructive and interesting and I am sure that all delegates returned to their respective unions with a real determination to increase their support to the Women's Bureau and to give greater distribution to its publications.

Please feel free to call upon the National Federation of Telephone Workers at any time for any information or assistance that we can render in promoting the very important work of the Bureau. As you no doubt know, we represent women workers in all phases of the telephone industry from research and manufacturing through distribution and operation of telephone equipment.

I am looking forward to seeing you again when you are in Detroit the week of May 7th.

Yours very truly,

Frances V. Smith

Frances V. Smith
Executive Board
Member-at-Large

fs/w

May 2, 1945

Miss Josephine Timms
International Secretary-Treasurer
American Communication Association
5 Beekman Street
New York 7, N. Y.

Dear Miss Timms:

I am enclosing a copy of the press release on the Women's Bureau conference. A summary report of the proceedings is in preparation and will be sent to you also as soon as it is ready.

One of the recommendations of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I suppose that you would handle this for your union. If not, will you see that a woman is designated?

There was certain information which was asked for more than once which the Bureau does not have. I am listing these items on a separate sheet and it will be very helpful if this can be sent back to us.

I shall be deeply grateful to you for as much of this information as you can send us.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

AMERICAN COMMUNICATIONS ASSOCIATION
C. I. O.

International Office
5 Beekman Street, New York 7, N. Y.

COrtlandt 7-1374

Cable Address—"ACACIO"

412



April 9, 1945

Miss Frieda S. Miller
Director, U.S. Dept. of Labor
Women's Bureau
Washington 25, D.C.

Dear Miss Miller:

I have your communication of recent date extending an invitation to the conference of AFL and CIO women being held in Washington on April 18, 19, and 20.

It is with deep regret that I find myself unable to attend the banquet and the conference on the days mentioned, due to the fact that I will be tied up with contract negotiations on all of those days.

It is our desire, however, that we participate in such a conference. Therefore, I have asked Miss Geraldine Shandros, our International Representative, to attend in my place. If a report is to be made public, I should appreciate your sending me a copy.

My very best wishes for a successful affair.

Sincerely,

Josephine Timms

Josephine Timms
Int'l Secy-Treasurer

jt/ps
uopwa
1-11

P.S. Miss Shandros may be reached at the CIO Maritime Committee, 1319 F Street, N.W., Washington, D.C.

May 1, 1945

Mr. George M. Harrison, Grand President
Brotherhood of Railway and Steamship Clerks
Brotherhood of Railway Clerks Bldg.
Cincinnati 2, Ohio

My dear Mr. Harrison:

I want to thank you for having designated Miss Suman Jennette to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and by Miss Jennette in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Jennette and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that the Bureau set up a Continuing Committee which would meet at intervals to consider problems of women in industry and Women's Bureau cooperation with union women. I am at present considering names of women union leaders for membership and among them that of Miss Jennette, if it meets with your approval that she represent your union.

Another recommendation of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

May 1, 1945

Mr. Edward Flore, General President
Hotel and Restaurant Employees' International Alliance
and Bartenders' International League of America
528-530 Walnut Street
Cincinnati 2, Ohio

Council

My dear Mr. Flore:

I want to thank you for having designated Miss Gertrude Lane to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and by Miss Lane in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Lane and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that the Bureau set up a Continuing Committee which would meet at intervals to consider problems of women in industry and Women's Bureau cooperation with union women. I am at present considering names of women union leaders for membership and among them that of Miss Lane, if it meets with your approval that she represent your union.

Another recommendation of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Press release not sent him

1 copy to Gl

Frieda S. Miller,
Director

May 1, 1945

Mr. Max Zaritsky, President
United Hatters, Cap and Millinery Workers
International Union
245 Fifth Avenue
New York 16, N. Y.

My dear Mr. Zaritsky:

I want to thank you for having designated Miss Lucy Oppenheim to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and by Miss Oppenheim in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Miss Oppenheim and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that the Bureau set up a Continuing Committee which would meet at intervals to consider problems of women in industry and Women's Bureau cooperation with union women. I am at present considering names of women union leaders for membership and among them that of Miss Oppenheim, if it meets with your approval that she represent your union.

Another recommendation of the conference was that international unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller,
Director

FSM:MB:eh

May 1, 1945

Mr. H. A. Bradley, President
International Chemical Workers Union
605 First-Central Tower Building
Akron 8, Ohio

My dear Mr. Bradley:

I want to thank you for having designated Mrs. Jane Gratz to represent your union at the Women's Bureau conference which was held on April 19th and 20th. We appreciate the cooperation given by you and by Mrs. Gratz in putting her time and thought into this joint meeting.

The conference has been of mutual benefit to the Women's Bureau and the thirty-one women who attended. I hope that various types of action will follow which will capitalize on the discussions which took place. A summary report of the conference is in preparation. A copy will be sent to Mrs. Gratz and I assume that she will be reporting to you directly about action taken.

One of the recommendations of the conference was that International unions be asked to designate a woman leader who would be placed on the Bureau's mailing list to receive material of interest to unions and to be responsible for distributing it to women members, international representatives and others to whom it might be useful. I hope that you will agree with this recommendation and will designate a woman leader to take care of this matter for your union.

There were repeated requests for information, certain types of which the Bureau does not have. I am listing some of the most important items on a separate sheet and it will be very helpful if as much of this information as you have can be sent us.

Yours sincerely,

Frieda S. Miller, ✓ copy
Director

FSM:MB:eh

please release as usual

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
MARY ANDERSON, Director

✦

Changes in Women's Employment During the War

By
MARY ELIZABETH PIDGEON

★

SPECIAL BULLETIN No. 20 OF THE WOMEN'S BUREAU
JUNE 1944

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1944

For sale by the Superintendent of Documents, U. S. Government Printing Office, Washington 25, D. C.
Price 10 cents

Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, June 14, 1944.

MADAM: I have the honor to present a report the findings of which will be of importance in the development of sound postwar employment policies. Its analysis answers a variety of insistent questions as to the war movements in women's entrance to and exit from the labor force, according to their age and marital status and the changes in their occupational groupings in this period.

Basic data for this report were specially collected by the Bureau of the Census, at the request of the Women's Bureau, in the course of the regular monthly labor-force census. They were tabulated by that office under the direction of Dr. A. Ross Eckler, chief of the Special Surveys Division, assisted by Miss Gertrude Bancroft. Questions to be asked and specifications as to these tables were prepared by Janet M. Hooks Bassie of the Women's Bureau Research Division, and analysis of the findings was made by Mary Elizabeth Pidgeon, chief of the Research Division, assisted by Elisabeth D. Benham.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

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EMPLOYMENT OF WOMEN IN THE WAR PERIOD

SIGNIFICANT FACTS

Employed in December 1941, as reported March 1944—12,090,000.

Employed March 1944—16,480,000. (Increase, 36 percent.)

61 percent were in labor force before Pearl Harbor.
50 percent in *same occupation group* as formerly.

In labor force in both periods—10,230,000.

69 percent were 20–44 years old.
42 percent single; 30 percent married, husband present.

Women who left labor force—2,180,000.

21 percent were 45 years old or more.
62 percent were married, husband present.
93 percent went to home housework.

New entrants to labor force—6,650,000.

55 percent were 20–44 years old.
44 percent single; 36 percent married, husband present.
56 percent were home houseworkers; 34 percent in school.

Women not entering labor force—33,260,000.

43 percent were 45 or over, 14 percent under 20.
65 percent were married, husband present.

	Percent change 1940–44	*Proportion employed 1940*	*Proportion employed 1944*
Woman population, 14 and over	+4	22. 0	31. 5
Single women	−6	38. 3	53. 6
Married women	+8	13. 9	22. 5

Great employment shifts occurred between occupations.

Manufacturing and clerical occupations gained most.

The manufacturing industries differed greatly.

In war industries, 49 percent came from outside the labor force, 26 percent from other industries. In essential supply industries only 37 percent came from outside the labor force, 54 percent were in same industry as before the war.

NOTE.—As reported for December 1941 and March 1944 by women interviewed in March 1944. Does not take account of all changes occurring *between* the two dates.

Changes in Women's Employment During the War

One of the most spectacular of the changes that have characterized the period since the Pearl Harbor attack is the tremendous shift in the work of women to meet this country's needs for industrial products. This has occurred in many cases through women's own volition, but in large measure it has been in response to urgent calls for their services.

After two years of great and rapid transition in women's employment and occupations, the need has been felt increasingly for further data on the over-all extent and character of the movement. Aside from their widespread interest, such data are of the utmost importance in shaping both immediate and future administrative policies.

In the first place, the effectiveness of continuing plans to carry forward this country's program for production and services depends to a considerable extent on the response women are making to the great efforts to call them to work outside their homes. Further, wise provision for the necessary adjustments after the war requires a background understanding of employment needs and possibilities, on which much light can be thrown by a fuller knowledge of the experiences during the war.

SOURCE OF NEW DATA ON EMPLOYMENT OF WOMEN

The Bureau of the Census publishes monthly estimates, for men and women separately, of total civilian employment. These are based on interviews with households in a national sample which has been in operation since the spring of 1940. The present sample includes some 30,000 households located in 123 counties selected in such a manner as to provide national estimates of the major labor-force characteristics of the population.[1]

In connection with this reporting, special additional questions sometimes are asked for a particular month. In the spring of 1944, the Bureau of the Census responded to a request by the Women's Bureau of the U. S. Department of Labor for the inclusion of questions to afford data on the shifts in the employment and occupations of women between the week immediately preceding the Pearl Harbor attack and a week in early March 1944. Throughout this discussion, comparisons of earlier and later data refer to the week of December 1–6, 1941, and the week of March 5–11, 1944, the interim thus being about 2¼ years.[2]

[1] For further information as to sample, consult the Bureau of the Census.

[2] In one or two instances comparisons are made with data from the decennial census of 1940, because data for December 1941 are not available for certain particular comparisons. This will be explained where discussed. (See footnote 11, p. 9.) The use of 1940 for the present questions, instead of December 1941, was considered, but it was felt that the later date would afford more accurate replies, since persons interviewed can remember more vividly the Pearl Harbor date and the time just preceding than a time approximately 4 years before the date of interview.

The questions added to the usual monthly schedules were as follows:

(1) For all persons 14 years and over, enter activity during week before Pearl Harbor, December 1–6, 1941.

(2) If at work or had a job during the week before Pearl Harbor, enter occupation and industry of that job.

The data resulting from these questions are of even greater value because correlations with age and marital status could be made in addition to those on employment and occupation. Marital status could be included because a special question on that subject had been asked in the preceding month. Age was obtainable because such a question is a part of the regular schedule, this information being of vital importance, for example, to the draft boards. Caution is necessary in regard to the use of material developed from a sample of this type, especially since in this case its content is of such wide national interest. The data give a revealing picture of various relationships—for example, as to the types of shifts occurring in and out of the labor force or between various industries or occupations, or as to the age or marital status of women in and not in the labor force. However, since they are estimates from a sample they do not completely measure the exact sizes of particular groups, especially of the smaller groups.[3]

WOMEN AS A PERMANENT PART OF THE LABOR FORCE

Many people have not realized the very large extent to which women are a permanent part of the labor force. The dominance of the war situation, with its urgent call to women to take employment and its large increases in the numbers of them who have gone to work, has tended to obscure the fact that women long have been a very substantial and increasing part of the country's labor force. In the 50 years prior to 1940, the proportion of workers who were women increased from 17 percent in 1890 to 24 percent in 1940, as the following shows.

	Percent women were of all workers
1890	17.2
1900	18.3
1910	21.2
1920	20.5
1930	22.0
1940	24.3
1944 (March)	32.9

WAR INCREASES IN WOMAN EMPLOYMENT

In spite of the fact that in 1940 women already constituted over 24 percent of the labor force, the number of women who have sought to meet the new war needs is almost breath-taking in its magnitude. The number of employed women reported increased by 36.4 percent in a period of a little more than 2 years—from the week preceding the Pearl Harbor attack to the week of March 5 to 11, 1944, when the new figures were taken. These data are as follows:

	Number of women employed
December 1–6, 1941	[4] 12,090,000
March 5–11, 1944	16,480,000

[3] See note 1 on p. 1.

[4] These are women who in March 1944 said they also were employed in December 1941.

Actually, the number of women going to work within this period has been far greater than these over-all figures would indicate, for of those at work before Pearl Harbor many had left employment by March 1944 and been replaced by new workers. For this reason, the entire number of new women entrants, not employed in early December 1941, totaled 6,650,000.[5]

Chief Sources of New Woman Labor Supply.

Where did this startling number of additional women workers come from? More than half of the new entrants had come to work from their homes, and about a third of them had been in school. The following summary indicates these and the minor sources of the new women workers:

Source of new women workers	*Number (in thousands)*	*Percent*
Total	6,650	100.0
Home housework	3,710	55.8
School	2,280	34.3
Under 14	240	3.5
Other	80	1.2
Labor-force status not ascertainable	340	5.1

The response these new women workers have made to the needs of their country, their communities, and in many cases their own families indicates that when vital need arises women are available to meet it. When women are as ready as this, under voluntary systems, to take their part, compulsory methods appear entirely unnecessary, unless this country as a whole should face far more extreme situations than seem likely to arise. Furthermore, the willingness of a great body of women to come forward when the situation demands it places a corresponding responsibility squarely on the shoulders of industry and public authorities to include in their planning full consideration of the extent to which women are a large and normally increasing part of the labor force.

Women Who Left the Labor Force.

Though more than 80 percent of the women who reported that they had been employed before Pearl Harbor were still working in March 1944, over 2 million women—18.6 percent of those who were at work in December of 1941—left the labor force between the two dates under comparison. A consideration of where these women went may be of constructive interest to those who are planning for adjustments of workers after the war.

Of the women who left, more than 90 percent went to home housework, some were unable to work, and a very much smaller number went to school. Their numbers and distribution were as follows:

March 1944 status of women who left labor force	*Women who left labor force*	
	Number (in thousands)	*Percent*
Total	2,180	100.0
In home housework	2,020	92.7
Other	160	7.3

[5] This takes no account of the multitude of shifts between occupations, nor of other changes in the interim period. For discussion of the former, see section on War Shifts in Women's Occupations, p. 10.

Distribution of Woman Population as to Employment or Activity.

Of the entire female population of 14 years and over in March 1944, practically 20 percent were in the labor force both before Pearl Harbor and in March 1944, and in addition about 13 percent entered in the period between these two dates. A small proportion were women formerly in the labor force who had left it by March 1944. More than 60 percent of the women in the United States were not in the labor force either before Pearl Harbor or in March 1944. Over three-fourths of these—more than 25½ million women—were home houseworkers in both periods, small proportions were in school or unable to work at both times, and nearly 2½ million were under 14 before Pearl Harbor. This leaves almost 2 million women, besides a proportion of the home houseworkers, who still might be available if further additions to the country's labor forces are needed.

The women who have not gone to work undoubtedly are those whose economic situation neither requires nor tempts them to do so. There also are a number of localities where war industries have not developed, and women who for family reasons are unable to migrate have no increased opportunity for employment. Since Government contracts are now being curtailed, and in various parts of the country women who do need their earnings are being laid off, there appears to be little evidence that employment needs cannot be solved by a proper use of the existing labor force without calling on this reserve group of women.

The basic figures for the foregoing discussion [6] of the present situation are as follows:

Activity status	*Distribution of woman population*	
	Number (in thousands)	*Percent*
Woman population 14 and over, March 1944	52, 320	100. 0
In labor force March 1944	16, 880	
In labor force both before Pearl Harbor and in March 1944	10, 230	19. 6
Entered labor force between December 1941 and March 1944	6, 650	12. 7
Not in labor force March 1944	35, 440	
Not in labor force at either date [1]	33, 260	63. 6
Both dates:		
Home housework	25, 550	
In school	1, 580	
Unable to work	1, 790	
Under 14 before Pearl Harbor	2, 440	
Other [1]	1, 900	
Left labor force between December 1941 and March 1944	2, 180	4. 2

[1] Includes 570,000 with status not reported for December 1941.

[6] See footnote on p. 3.

WAR SHIFTS IN WOMEN'S EMPLOYMENT IN MAJOR OCCUPATION GROUPS

The great net increases in woman employment do not show the shifts in and out of the labor force, nor the very considerable shifts between major groups of occupations. The March 1944 woman labor force is made up as follows:

[*In thousands*]

Women employed March 1944	16,480
In same occupation as formerly	8,370
Not in same occupation as formerly	8,110
Changed occupation	1,460
Were unemployed formerly [1]	230
Entered labor force	6,420

[1] Includes those on emergency work.

Women Remaining in the Same Occupation Group as Before Pearl Harbor.

Of 9,830,000 women who were employed both before Pearl Harbor and in March 1944, 85 percent (8,370,000 women)[7] had remained in the same occupation groups in which they formerly worked. In every occupation group, more than three-fourths of the March 1944 women employees who were in the labor force before Pearl Harbor had remained in the same group as before. The summary next presented shows how the occupation groups differed in extent of retaining their women workers.

Perhaps it is of even greater significance that half of the total number of the women in the *entire March 1944 woman labor force* were in the same occupation group as before Pearl Harbor. This was true of more than 70 percent of the professional and semiprofessional and proprietary workers, more than 60 percent of those in domestic service and farm occupations. However, only a little over 40 percent of the sales, manufacturing,[8] and service workers other than domestic were in the same occupation as formerly, as were only about 50 percent of the clerical employees.

Occupation group	All women employed March 1944 (in thousands)	Women who in March 1944 said they were in same occupation group as before Pearl Harbor		
		Number (in thousands)	Percent of—	
			All women employed before Pearl Harbor and in this occupation in March 1944	All women in the group in March 1944
All occupations	16,480	8,370	85.2	50.8
Professional and semiprofessional	1,490	1,080	96.0	72.8
Proprietors, managers, and officials	650	460	86.6	71.1
Clerical and kindred	4,380	2,210	86.5	50.5
Sales	1,240	510	86.5	41.2
Craftsmen, foremen, operatives, and laborers except farm	4,920	2,060	78.2	41.9
Domestic service	1,570	1,000	90.9	63.9
Other services	1,650	700	76.4	42.5
Farm workers	560	340	93.8	60.8
Not classifiable	20	(1)		

[1] Less than 1,000.

[7] See table below, this page.

[8] This is the group craftsmen, foremen, operatives, and laborers except farm. It will be referred to in discussion as "manufacturing," though a small proportion of these workers are in other types of industry.

Labor-Force Status Before Pearl Harbor of Women Employed March 1944, by Occupation Group.

The occupations of women in March 1944 differed considerably in the proportion of their women workers who had been in the labor force (though not necessarily in the same occupation group) in the week before Pearl Harbor. For example, as the following summary shows, more than 70 percent of the women who in March 1944 were in the proprietary, professional, and domestic-service groups were in the labor force before Pearl Harbor. On the other hand, more than 50 percent of the women who were in sales, as well as more than 40 percent of those in the groups that had increased most largely, manufacturing and clerical work, were not in the labor force in December 1941, but entered employment directly from activities outside the labor force that engaged them before Pearl Harbor.

Occupation group	*Percent[1] of women employed in March 1944 who before Pearl Harbor were—* In labor force	Not in labor force
All occupations	61. 0	39. 0
Proprietors, managers, and officials	82. 4	17. 6
Professional and semiprofessional	76. 3	23. 7
Domestic service	71. 0	29. 0
Farm workers	65. 0	35. 0
Clerical and kindred	59. 5	40. 5
Services other than domestic	57. 5	42. 5
Craftsmen, foremen, operatives, and laborers except farm	55. 9	44. 1
Sales	48. 0	52. 0

[1] For numbers, see table 4 in the appendix.

Women Who Entered the Various Occupational Groups After Pearl Harbor.

Though one occupation group had sustained a net loss,[9] in March 1944 every group had some women who were not so employed in December 1941. Of the total 8,110,000 women who came either from other occupations or from entirely outside the labor force, the largest proportion came from home housework, with the exception of clerical workers, to whom the schools furnished the largest group. The groups second in size that entered semiprofessional, sales, and farm occupations were from the schools, and to proprietary or managerial work more women transferred from other occupations than entered from any source except home housework. Manufacturing and service industries each acquired similar proportions of women workers from schools and from other occupations in the labor force. The following summary shows these data:

[9] 1944 compared to 1940. See p. 9, summary and footnote 11.

Occupation group	Women entering group since Pearl Harbor (in thousands)	Percent of entrants to group who came from—			
		Other occupations	Home housework	School	Other activities
All occupations	8,110	18.0	44.4	27.0	10.6
Professional and semiprofessional	400	11.1	44.6	34.9	9.4
Proprietors, managers, and officials	190	38.0	52.9	4.8	4.2
Clerical and kindred	2,170	15.9	30.7	44.8	8.7
Sales	730	11.0	50.1	28.8	[1] 10.1
Craftsmen, foremen, operatives and laborers except farm	2,860	20.1	50.9	19.1	[2] 10.0
Domestic service	570	17.6	46.8	15.7	[1] 19.9
Other services	950	22.9	45.0	19.1	[2] 12.9
Farm workers	220	10.3	58.1	18.9	[1] 12.8
Not classifiable	20	23.2	48.6	18.3	9.9

[1] Major group formerly under 14 years of age.
[2] 3 or 4 percent formerly unemployed.

Occupation Group in March 1944 of Women Not in the Labor Force Before Pearl Harbor.

More than half of the 6,420,000 women employed in 1944 who had entered the labor force since December 1941 were from home housework and about a third were from the schools. As has been mentioned, the major groups of new women workers went into manufacturing and clerical work, with the service and the sales groups next though acquiring considerably smaller numbers.

There were differences in the types of occupation that engaged women who had been home houseworkers, in school, under 14, or unemployed. Of the home houseworkers, 40 percent went into manufacturing, slightly less than half as many into the clerical and into the combined service groups, 10 percent into sales occupations. Of the school girls, nearly 45 percent became clerical workers, a fourth went into manufacturing jobs, and very roughly a tenth each into the sales and the combined service groups. A small but perhaps significant proportion went from school into semiprofessional types of work.

Of the girls who were under 14 before Pearl Harbor, 85 percent still were in school in March 1944. Of those who went to work after Pearl Harbor, only a very small proportion were unemployed in March 1944. The remainder naturally were young workers, for the most part with very little experience. Consequently, until they can acquire further training, their opportunity for employment is found chiefly in those occupations that do not demand much experience. Nearly half of them had taken work in domestic or other service occupations, about a fifth sales jobs, and very roughly a tenth each were in manufacturing, in clerical occupations, and on the farm.

Though the proportions of women unemployed just before Pearl Harbor were relatively small, considerable numbers of them had found jobs in one or another occupation by March 1944. It is not surprising that the largest groups of these had been taken on in the manufacturing and clerical lines of work, in which total increases were so great, and by service industries (especially other than domestic) which needed replacements badly since they were losing to the manufacturing and clerical groups. Very few went to professional or semiprofessional occupations, fewer yet to sales, fewest of all to proprietary and farm jobs.

The summary following shows the 1944 occupational distribution of these major groups of workers who entered the labor force after Pearl Harbor.

Occupation group	Percent distribution by occupation group of employed women who in March 1944 said that before Pearl Harbor they were—		
	Outside the labor force (total)	In home housework	In school
Total (in thousands)	[1] 6,420	3,600	2,190
	100.0	100.0	100.0
Professional and semiprofessional	5.5	5.0	6.4
Proprietors, managers, and officials	1.8	2.8	.4
Clerical and kindred	27.6	18.5	44.3
Sales	10.0	10.1	9.5
Craftsmen, foremen, operatives, and laborers except farm	33.8	40.5	24.9
Domestic service	7.1	7.4	4.0
Other services	10.9	11.9	8.3
Farm workers	3.1	3.5	1.9
Not classifiable	.3	.3	.2

[1] For numbers see table 4 in appendix.

Former Occupation Group of Women Who Shifted to New Occupations.

Of the women employed both before Pearl Harbor and in March 1944, there were 1,460,000 who changed their occupation group. The factors normally of greatest influence with women in making such shifts are the strength of demand in an occupation and the extent to which the worker can better her situation by the change. During the war period patriotic motives are added to these. Thus the movements tend to be toward those occupation groups that are seeking workers most urgently, notably the manufacturing, clerical, and to a less extent the service occupations other than domestic.

The movements also tend to be, naturally, toward the occupations considered more desirable than the ones engaged in, because of better conditions of work, higher pay, wider opportunity, or other inducement. Thus women formerly in domestic service have gone to other services and to manufacturing; those in other services have gone to the manufacturing and sales groups; those from manufacturing and sales, to clerical jobs; those from clerical, to manufacturing, managerial, and professional and semiprofessional work. Shifts in both directions have been considerable as between sales and manufacturing, between sales and clerical, and between domestic service and farm work.

New Employment of Women Who Changed Occupations.

Many of the 1,460,000 women who changed their employment after Pearl Harbor went into strikingly different lines of work. Over half those leaving service occupations and clerical work and some 40 percent leaving the professional group went to manufacturing. Practically half or more of those leaving sales, manufacturing, and the proprietary group went into clerical occupations. Of those leaving the farm, 60 percent went to domestic service.

Net Gain or Loss in Each Occupation Group Since 1940.

As might be expected, the greatest net increases in employment from the time of the 1940 Census to March 1944 have been in the manufacturing [10] and the clerical groups, which have added more than 2½ and 2 million women, respectively, some of them formerly in other occupations or unemployed and others not previously in the labor force. The sales group and services other than domestic have added roughly 400,000 each; the proprietary group, over 200,000; the farm occupations, a very much smaller number. It must be remembered that neither of the periods under discussion reflected the great seasonal employment on the farms that occurred in summer. The gain in the professional and semiprofessional group is trifling, and there has been an actual loss of just over 400,000 in domestic service.

The result of these changes is that the manufacturing and clerical occupations now engage a much larger proportion of all employed women than was the case in 1940.[11] The two occupation groups that ordinarily may be considered at opposite ends of the scale so far as training requirements are concerned, domestic service and professional employments, have in 1944 smaller proportions of all women workers than formerly. The remaining occupations—services other than domestic, sales, farm, and proprietary groups—have much the same proportions of the employed women as in 1940.

The following summary shows these data:

Occupation group	Number of employed women in March 1944 (in thousands)	Net changes since 1940 [1]		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
All occupations [2]	16,480	+5,340	+48.0	100.0	[2] 100.0
Professional and semiprofessional	1,490	+20	+1.2	13.2	9.0
Proprietors, managers, and officials	650	+230	+53.3	3.8	3.9
Clerical and kindred	4,380	+2,010	+84.5	21.3	26.6
Sales	1,240	+460	+58.4	7.0	7.5
Craftsmen, foremen, operatives, and laborers except farm	4,920	+2,670	+118.7	20.2	29.9
Domestic service	1,570	−400	−20.4	17.7	9.5
Other services	1,650	+390	+30.9	11.3	10.0
Farm workers	560	+90	+18.6	4.2	3.4

[1] Figures used for 1940 comprise the employed and also those seeking work who were experienced in the occupation. See note 11, this page, for reason for comparison with 1940 occupation data. The 1940 figures include the experienced unemployed, since they were a part of the labor force needing jobs, though their occupational allocation refers only to the occupation last engaged in and not their usual or normal occupation.
[2] Total exceeds details, since those in occupations not classifiable are not shown separately.

Over-all Employment and Occupation Shifts of Women.

In addition to the women newly entering the labor force, the previously unemployed who now have jobs, and those who changed from one occupation group to another, a statement of occupation shifts must note the 2,250,000 women estimated to have left the labor force in the period between 1940 and March 1944.[12] The combined shifts in

[10] See footnote 8, p. 5.
[11] The 1940 data are used for this one comparison for the following reasons: The available tabulations show March 1944 occupations of women according to employment or activity status before Pearl Harbor. A complete occupational count of those employed just before Pearl Harbor cannot be had, since the occupation distribution of those in the labor force before Pearl Harbor but having since left the labor force is not available. The nearest approach to occupational data for this latter group is in assuming that their occupational distribution was approximately the same as that of all women in the 1940 labor force, which has been done for the discussion on pp. 8–9 and in table 6.
[12] This does not take account of individuals making several shifts within the period.

employment and occupations had affected more than 10⅓ million women, not very far short of the whole number of women employed in 1940.

Adding to this the women who remained in the same occupation group as before gives a grand total of employment and shift data for 18¾ million women. This number, roughly 37 percent of the country's whole woman population,[13] has been involved in productive and service processes in the short period of about 2¼ years from the week before Pearl Harbor to March 1944. The summary following shows the figures contributing to this over-all picture of employment and shifts.

		[*In thousands*]
Total reported (remained in employment and shifted employment, combined)		[1] 18, 730
Remained in same occupation		8, 370
Shifted occupation or changed employment status		10, 360
In labor force in 1944	8, 110	
Not before in labor force	6, 420	
Formerly unemployed (out of a job)	230	
Shifted from one occupation to another [2]	1, 460	
Left labor force before 1944	2, 250	

[1] See note 13, this page. Takes no account of those not reporting 1944. See note 5, p. 3.
[2] See note 12, preceding page.

Another method of illustrating the magnitude of the shifts that have occurred is by comparing them with the March 1944 employment in each occupation group. Such a comparison shows a general shifting of more than 60 percent in and out of occupations in terms of present employment. The shift in the sales group and in service other than domestic has been more than 70 percent as great as the March 1944 woman employment; in domestic service and in manufacturing, more than 65 percent as great. Least shifting has occurred in professional and proprietary occupations. The summary following shows these shifts for each occupation group.

Occupation group	*Ratio of over-all employment shifts [1] to total March 1944 employment*
Total	62. 9
Professional and semiprofessional	47. 1
Proprietors, managers, and officials	42. 1
Clerical and kindred	60. 5
Sales	71. 5
Manufacturing	67. 4
Domestic service	61. 5
Other services	72. 9
Farm workers	56. 3

[1] Total comprises 10,360,000 women who shifted into and out of the labor force or changed occupations. See table 6 of appendix.

[13] See summary on p. 22.

CHANGES IN WOMAN EMPLOYMENT BY INDUSTRY GROUP

Practically half the women employed in March 1944 were in the same broad industry group as formerly, as the following summary shows:

	[*In thousands*]
Women employed March 1944	16,480
In same industry group as formerly	8,220
Not in same industry group as formerly	8,270
From other industry groups	1,620
Formerly unemployed	230
From outside the labor force	6,420

Women Remaining in Same Industry Group as Formerly.

Tabulation by industries from this material necessitates combinations into very broad groups. Though the particular occupation greatly influences shifts between industries, data from the sample do not permit correlation of occupation and industry. The summaries following indicate the combinations made along broad industrial lines.

It is not surprising that manufacturing had the smallest proportion of employees who were in the same industry class as formerly (except for the mining-construction-Government group, containing only a relatively small number of women; it is merely a residual group).

The largest proportions of the March 1944 women workers in the same industry group both before Pearl Harbor and in March 1944 were those in the domestic, personal, and recreation services; in the finance, business, and repair, and professional services; and in agriculture.

Industry group	Women in the industry group in March 1944 (in thousands)	Women in the same industry group December 1941 and March 1944	
		Number (in thousands)	Percent of all in the industry group in March 1944
All industries	16,480	8,220	49.9
Agriculture	580	350	60.5
Manufacturing [1]	5,590	2,380	42.6
Transportation, communication, public utilities	680	330	48.0
Trade, wholesale and retail	3,190	1,530	47.8
Finance, business, repair, professional	2,680	1,630	61.0
Domestic, personal, recreation services	2,660	1,660	62.5
Other (mining, construction, Government, forestry, fishing) [2]	1,080	330	30.7
Not ascertainable	20	(3)	

[1] See p. 12 for industries included in each manufacturing group.
[2] These were combined, since this is an "other" industry group.
[3] Less than 5,000.

Women Who Remained in the Labor Force.

Of the women employed in March 1944 in the business-professional group and in domestic and other services, about 70 percent were in the labor force before Pearl Harbor. On the other hand, only 55 to

57 percent of those in trade, in manufacturing, and in the mining-construction-Government group formerly were in the labor force, as appears in the following:

Industry group	Percent who before Pearl Harbor were—	
	In labor force	Not in labor force
All industries	61.0	39.0
Agriculture	64.8	35.2
Manufacturing [1]	56.8	43.2
Transportation, communication, public utilities	60.9	39.1
Trade, wholesale and retail	56.2	43.8
Finance, business, repair, professional	69.6	30.4
Domestic, personal, recreation services	69.1	30.9
Other (mining, construction, Government, forestry, fishing)	54.6	45.4

[1] See text following for industries included in each manufacturing group.

The Various Manufacturing Industries.

Manufacturing industries have been tabulated in separate divisions in order to show the shifts in woman employment between the various types of manufacturing industries, shifts which are of particular importance in wartime. Group I contains the workers in major war manufacturing—in the metal, chemical, and rubber industries. Group II is composed of workers in the consumer industries that supply both the civilian population and the armed forces with essentials—food, clothing, textiles, and leathers. The remaining manufacturing employees are placed in group III. As the following summary shows, group I, the essential war industries that have expanded so rapidly, differed from the two other manufacturing groups in two respects: Its labor force included much smaller proportions of its own former employees, and its recruitment of new personnel was very much greater from within the labor force as well as from outside sources.

Manufacturing group	Women in the industry group in March 1944 [1] (in thousands)	Percent who formerly were—			
		In same manufacturing group	In another manufacturing group	In industry groups other than manufacturing	Outside the labor force
All manufacturing	5,590	38.0	4.6	12.0	43.2
Group I	2,690	23.6	7.7	17.7	49.1
Group II	2,160	53.8	1.0	5.8	36.9
Group III	730	43.8	4.3	9.8	40.3

[1] Totals exceed cross details; in all manufacturing, about 2 percent were unemployed; in group I, 2 percent; in group II, 2.5 percent; in group III, 1.8 percent.

New Entrants to Each Industry Group.

With one exception, the largest numbers of new entrants to every industry group came from home housework, and in almost all groups the second largest number came from the schools; however, 20 percent of the total shifted from other industry groups. Home houseworkers made up nearly 60 percent of the newcomers to agriculture and half those to the domestic-and-personal-service group; and in each of these, schoolgirls were 18 percent of the new workers. On the other hand, the situation was reversed for the transportation-communication group, home houseworkers constituting only 26 percent of the new employees and girls out of school 46 percent. Workers from these two sources

were more nearly equal in number in the business-professional group. The residual mining-construction-Government group differed from the others in that almost as many women newly employed came from other industry groups as from home housework, in each case nearly a third. This and manufacturing group I drew from other industries larger proportions than any other group, and agriculture, trade, manufacturing II, and the services group drew least from other industries.

Regarding those from other sources, the major groups in agriculture and the domestic and personal services were under 14 years of age before Pearl Harbor. Considerable numbers of women formerly unemployed were taken on in each manufacturing group, in trade, and in the miscellaneous mining-construction-Government group. Manufacturing II and the business-professional group took considerable numbers of girls formerly under 14, but larger numbers of those formerly unemployed.

Industry group	New entrants to the industry since Pearl Harbor (in thousands)	Percent who came from—			
		Other industries	Home housework	School	Other activities
Total	[1] 8,270	19.6	43.5	26.5	10.4
Agriculture	230	10.5	58.5	18.1	[2] 12.9
Manufacturing	[3] 3,210	21.0	45.6	24.8	8.6
Group I	2,060	33.2	39.9	20.5	[4] 6.4
Group II	1,000	14.7	48.3	25.8	[5] 11.2
Group III	410	25.2	38.4	28.3	[4] 8.1
Transportation, communication, public utilities	360	24.1	26.4	45.6	4.0
Trade, wholesale and retail	1,670	14.3	45.4	28.4	[4] 11.9
Finance, business, repair, professional	1,040	19.9	39.6	32.4	[5] 8.1
Domestic, personal, recreation services	1,000	15.0	49.7	18.0	[2] 17.2
Other (mining, construction, Government, forestry, fishing)	750	31.3	31.5	26.6	[4] 10.6

[1] Total exceeds details, as industry for 10,000 new entrants not ascertainable.
[2] Major group under 14 before Pearl Harbor.
[3] Details here exceed total entrants to all manufacturing industries, as 260,000 women shifted from group to group within manufacturing.
[4] Major group formerly unemployed.
[5] Includes considerable numbers of those formerly under 14, but larger numbers of unemployed.

Distribution of New Entrants to Labor Force.

Of the women who entered employment from home housework, 40 percent went to manufacturing, chiefly to groups I and II, about half as many to trade, 14 percent to the domestic and personal services, and a somewhat similar proportion, 12 percent, to the business and professional group.

Of the newly employed schoolgirls, proportions similar to those of home houseworkers entered the total manufacturing and trade groups, but a very much smaller proportion went into the domestic and personal services.

Of the girls under 14 entering the labor force, 40 percent went into trade, 35 percent to the domestic and personal services, nearly 10 percent to agriculture. Relatively few entered manufacturing industries, none the third group.

More than half of the unemployed went to manufacturing, chiefly to groups I and II, but very roughly a tenth of them went to each of the

groups of trade, domestic and personal services, mining-construction-Government, and business-professional.

Industry group	Percents entering the industry groups specified who before Pearl Harbor were—	
	In home housework	In school
Number of women (in thousands)	[1] 3,600	[1] 2,190
Percent	100.0	100.0
Agriculture	3.7	1.9
Manufacturing	40.6	36.3
Group I	22.8	19.2
Group II	13.4	11.7
Group III	4.4	5.3
Transportation, communication, public utilities	2.6	7.4
Trade, wholesale and retail	21.0	21.6
Finance, business, repair, professional	11.5	15.4
Domestic, personal, recreation services	13.8	8.2
Other (mining, construction, Government, forestry, fishing)	6.6	9.1

[1] Total exceeds details, as industry group not ascertainable for very small proportions.

Major Shifts Between Industry Groups.

The over-all of shifts between industry groups made in the war period by women who were employed both before Pearl Harbor and in March 1944 involved nearly 2 million women. The largest proportions who entered the various manufacturing groups, the transportation-communication, and the mining-construction-Government groups were from trade. Women entering agriculture, trade, and business-professional went in greatest numbers from the domestic and personal services. Manufacturing group I gained from group II, and each of the manufacturing groups gained from the domestic and personal services. It must be borne in mind that these figures are estimates based on a small sample.

More than 60 percent of the women who left agriculture went to the domestic and personal services. The major war manufacturing industries (group I) attracted more than 50 percent of those leaving manufacturing (groups II and III) and 30 to 40 percent of those leaving the trade, business-professional, and domestic-and-personal-service groups. However, some women went from manufacturing I to the mining-construction-Government group, as did the largest number of those leaving transportation-communication. These may have been largely clerical workers. Of those leaving mining, construction, and so forth, the largest proportion went to business-professional.

Net Gain or Loss in Each Industry Group Since 1940.[14]

Woman employment increased by nearly 50 percent from 1940 to March 1944. However, this does not take account of the 1,710,000 women who were on emergency work or unemployed in 1940, who in reality were a part of the labor force at that time. Addition of these to the 1940 labor force reduces the increase in woman employment by 1944 to about 36 percent.

As would be expected, the greatest increase was in the war industries

[14] See footnote 11, p. 9, for explanation of use of 1940 figures for comparison here, and footnote 1 to summary on p. 9 concerning inclusion of experienced unemployed.

(group I of manufacturing). Next came the mining-construction-Government group, and then transportation-communications. Much smaller increases than elsewhere occurred in the business-professional and agricultural groups, and the domestic and other services group declined considerably.

Naturally, in 1944 a very much larger proportion of the woman labor force than in 1940 was in the war manufacturing industries, and the small proportion in the mining-construction-Government group almost doubled. Smaller proportions of the women employed in 1944 than in 1940 were in the domestic and other services group and the business-professional group. The remaining industry groups contained fairly similar proportions of all women workers in 1940 and in 1944, this being true also of the manufacturing groups II and III, not the primary war industries. The following summary shows the changes in industry distribution of woman employment, 1940 to 1944:

Industry group	Women employed in March 1944 (in thousands)	Net change in woman employment since 1940 [1]		Percent distribution in—	
		Number (in thousands)	Percent	1940	March 1944
Total	16,480	[2] +5,340	[2] +48.0	[3] 100.0	[3] 100.0
Agriculture	580	+90	+19.4	4.4	3.5
Manufacturing	5,590	+3,270	+140.7	20.8	33.9
Group I	2,690	+2,210	+462.7	4.3	16.3
Group II	2,160	+830	+62.6	12.0	13.1
Group III	730	+220	+42.6	4.6	4.4
Transportation, communication, public utilities	680	+340	+98.4	3.1	4.2
Trade, wholesale and retail	3,190	+1,160	+57.2	18.2	19.4
Finance, business, repair, professional	2,680	+300	+12.6	21.3	16.2
Domestic, personal, recreation services	2,660	−290	−9.9	26.5	16.1
Other (mining, construction, Government, forestry, fishing)	1,080	+700	+180.0	3.5	6.6

[1] See footnote 1, p. 2, for reason for comparison with 1940 industry data.
[2] Takes no account of the women who in 1940 were unemployed or on emergency work and who were a part of the labor force. Their inclusion reduces the increase to about 36 percent.
[3] Total exceeds details slightly, since those not classifiable are not included.

The Employment Situation Within Each Industry Group.

Manufacturing.—The war manufacturing industries (group I) showed the enormous net gain in woman employment from 1940 to 1944 of more than 460 percent, and this produced a large gain in the total manufacturing employment of women.

The war industries (group I) drew roughly almost equal numbers of women from home housework and from other industry groups, chiefly from trade, the domestic and personal services, and the second manufacturing group. The essential supply industries (group II) and all other manufacturing (group III) drew their new woman workers most largely from home housework and schools. Group II drew the smallest proportion of its new women workers from other industry groups. Other industry sources of women workers for groups I and II were largely trade and the domestic and personal services, and to some extent the business-professional group. Group III also drew a considerable number of women from group II, and group II from group I. All three groups, but especially I and II, took on relatively large numbers of the unemployed women.

Of those leaving these industries many women went to trade, considerable numbers from groups I and III to business-professional industries, and some from group I to mining-construction-Government. As has been indicated, there also was considerable shifting in the woman labor force between the manufacturing groups, from the war industries (I) to the supply industries (II), and from groups II and III to the war industries.

Mining-Construction-Government.—This group shows a larger proportional increase from 1940 to 1944 than any other except war manufacturing. It gained roughly a third of its new workers each from home housework and from other industries, with a proportion only a little smaller from the schools. Of those entering from other industries, the largest numbers were from trade and the business-professional group. Smaller numbers were from the domestic and other services and from women formerly unemployed. Of those leaving this industry group for other employment, most went to the business-professional group, considerably smaller numbers to the essential supply industries (group II).

Transportation-Communication-Public Utilities.—Woman employment in this industry group almost doubled from 1940 to March 1944. Not far from half of its new women employees came from the schools, and more than a fourth came from housework. From other industries, this group gained women workers from trade and from domestic and other services, with considerable numbers also from the business-professional group. Its losses of women were largely to the mining-construction-Government group and to the war manufacturing industries (group I), with considerable numbers going also to the business-professional group.

Trade.—It may seem surprising that this group had well over half again as many women employees in March 1944 as in 1940. Not far from half the new women workers in trade came from home housework, more than a fourth from the schools, and fewer than in any other group had been in other industries. However, some women entered trade from the domestic and other services, smaller numbers from the business-professional group, the manufacturing supply industries (group II), and those formerly unemployed. Of the women leaving trade, most went to manufacturing, especially to the war industries (group I); some went to the mining-construction-Government group, and somewhat smaller numbers to the business-professional group.

Agriculture.—This group employed almost 20 percent more women in the spring of 1944 than in the spring of 1940. About 60 percent of its new women entrants came from home housework, the group next in size from schools. Of the women from other industry groups over 65 percent were from the domestic and other services. Of the women leaving agriculture, over 60 percent went to the domestic and other services, nearly 10 percent to manufacturing I.

Finance-Insurance-Business-Professions.—This industry group had over 10 percent more women employees in March 1944 than in 1940. Very roughly a third of its new women workers came from each of the sources home housework and the schools. Of those from other industry groups the largest numbers formerly were in trade and the domestic and other services. Appreciable numbers came from among the unemployed and the girls who had been under 14. Of the women who left this group for other industries, most went to war manufacturing

(group I), much smaller numbers to mining-construction-Government and to trade.

Domestic-Personal-Recreation Services.—This was the only group that sustained a net loss in number of women workers between 1940 and March 1944. Though it had this net loss, some women had come newly into such employment. Half these came from home housework, and groups of similar size were from schools and from other industries, chiefly from agriculture, with smaller numbers from trade. Considerable numbers of women workers under 14 years of age entered this group. Of the women leaving these services, most went to manufacturing, especially to the war industries (group I), and appreciable numbers went to trade and to the business-professional group.

MARITAL STATUS OF WOMEN WAR WORKERS

To the worker, the items of greatest importance about her job are the character of the work, the conditions under which it is done, and the amount it pays. Whether she be married or single has in itself no bearing on her job. Whatever their marital status, most working women must support themselves, and in many cases others as well. Among single as well as married women a large proportion are homekeepers and many also care for children. Whether she be single or married, the household responsibilities of the woman worker in addition to her outside job may affect seriously her health and efficiency.

To the employer, the important attribute of his workers is their efficiency on the job, and their marital status is of no concern to him unless it should affect the efficiency or regular attendance of his labor force.

Though marital status is of far less significance in the job than other factors, it is a matter of continuous interest. This may be 'partly because the more significant factors are so much more difficult to determine than the relatively simple data as to marital status. It also is in part a relic of the early idea that society has the right to regulate the lives of women in more personal matters than it does the lives of men.

In 1940, as at all previous census dates, many more single than married women were working, though married women far exceeded single women in the population. A number of things contributed to this. Aside from the matter of tradition, it has become customary for the young woman to develop expertness in some occupation, to be taught that it is incumbent on her to work as a matter of course, to be at least self-supporting, and often to contribute to the family funds more than the amount of her own upkeep.

Increases in Employment of Women, by Marital Status.

Employment increases in the war period were very much greater among married than single women, both in numbers and in proportions of their marital group that entered the labor force, as the following shows:

	Employment increases from 1940 to March 1944	
	Number (in thousands)	*Percent*
Single women	1,700	32
Married women	3,130	75

The large increase among single women is not surprising, since if not already employed they are likely to be more free than married women to go to work. As noted on page 2, marital status was not obtained in March but was transcribed from the February schedule for the same family. In cases where marital status was not available from the February schedule, a woman was listed as single unless there was a man of similar age in the family and no other woman possibly his wife. This explains the difference between the marital-status figures shown here and the February figures reported by the Census. In this time of pressure for added labor supply, the married women for the first time in this country's history exceeded single women in the employed group, and that by nearly 2 points (1.7) in March 1944. Since this was a period of accelerated marriage, the proportion of the married women in the population also had increased, as will be discussed later (p. 21). Numbers then employed were as follows:

	Women employed March 1944	
	Number (in thousands)	*Percent*
Total	16,480	100.0
Single	7,030	42.7
Married	7,310	44.4
Widowed or divorced	2,140	13.0

Various Groups of Married Women.

To discuss married women as a complete group loses sight of significant differences in labor-force status between those whose husbands are present in the home and those whose husbands are absent for one reason or another. Women with husbands absent constitute 12 percent of all married women, but they are 26 percent of the married women employed. The data now made available separate information as to married women with husbands present and those with husbands absent, and for the first time those whose husbands are in the armed forces also are singled out. The latter group has become important during this war period in the increase in employment, as the following shows, though a considerable proportion of the service men's wives had left the labor force before March 1944. (See p. 19.)

This section of the report includes some discussion of these various groups of married women, but again attention must be called to the fact that, as explained on page 2, the figures are estimates from a sample. Therefore, while they give a good general indication as to the relationships of the various groups, including the relative place of some that are quite small in comparison with others, they cannot be interpreted as measuring the size of these groups with exactitude.

	Women employed in March 1944		
	Number (in thousands)	*Percent*	*Percent in 1940*
All women	[1] 16,480	100.0	100.0
Single	7,030	42.7	47.9
Married	7,300	----	----
Husband present	5,370	32.6	31.9
Husband absent—			
In armed forces	1,280	7.7	5.6
Not in armed forces	650	4.0	----
Widowed or divorced	2,140	13.0	14.6

[1] Total exceeds details, as there were 10,000 women for whom husbands' status was not ascertainable.

Women's Labor-Force Status, by Marital Status in March 1944.

Of the women who were in the labor force both before Pearl Harbor and in March 1944, 42 percent were single, 30 percent married with husband present, 16 percent widowed or divorced. Of the new entrants after Pearl Harbor, nearly 44 percent were single, about 36 percent married with husband present, nearly 10 percent were women with husbands in the armed forces, and a somewhat smaller proportion were widowed or divorced.

Of the women not in the labor force in either period, the March 1944 status was that 65 percent were married with husband present, 17 percent single, 13 percent widowed or divorced. Eighty percent of the total were in home housework, some were in school, a few had been under 14 before Pearl Harbor.

Of those who had left the labor force between the Pearl Harbor date and March 1944, 62 percent were married with husband present, about 12 percent each were single or were service wives, nearly 10 percent widowed or divorced. Of the total of this group nearly 93 percent had gone into home housework.

Marital status	Percent in each marital status of those who—			
	Were in labor force at both dates	Entered labor force between dates	Were not in labor force at either date	Left labor force since Pearl Harbor
All groups (in thousands)	10,230	6,650	33,260	2,180
Single	42	44	17	12
Married:				
Husband present	30	36	65	62
Husband absent—				
In armed forces	7	9	3	13
Other	5	3	2	3
Widowed or divorced	16	8	13	10

Relative Stability of Single and Married Women Workers.

A consideration of the women at work in March 1944 who were employed before Pearl Harbor shows as very nearly equal the stability of single and married women. In each group between 56 and 59 percent had been employed before Pearl Harbor, and the numbers of the single and the married women who were at work in both periods are remarkably similar. Of those employed before Pearl Harbor who had continued to work, the smallest proportion was among the women with husbands in the armed forces. Even of these, more than half were employed at both times, but their not remaining employed may be explained by the availability of financial allotments for their livelihood and by their assumption of new responsibilities of home and children, which would fill their time. Increased mobility during wartime might add to or detract from numbers of employed married

women in various areas, depending on a variety of factors. The following summary shows the figures just discussed, with others:

Marital status	Employed before Pearl Harbor and in March 1944: Number employed at both dates (in thousands)	Employed before Pearl Harbor and in March 1944: Percent of all March 1944 employed women
All women	9,830	59.7
Single	4,140	58.9
Married	[1] 4,130	56.4
Husband present	3,010	56.1
Husband absent—		
In armed forces	660	51.5
Not in armed forces	450	68.5
Widowed or divorced	1,560	73.1

[1] Total exceeds details, as status of some husbands not ascertainable.

Marital Status and Former Activity of New Accessions to the Woman Labor Force.

Of the 6,650,000 women in the labor force in 1944 who were not employed before Pearl Harbor, over 40 percent were single and a number not very far short of this were married, with husbands present.

Among the single women, 68 percent formerly were in school. Among the 2 million young women who had been in school, about 90 percent were single women (1,970,000 of them). However, there were a considerable number of young wives with husbands now in the armed forces who were former schoolgirls.

Of the 3½ million women workers who formerly were home housework, more than 2 million were married with husbands present in the home.

The summary following shows the previous activities of the major proportions of the new women workers in the various marital groups:

Marital status	New women workers in 1944 (in thousands)	Percent who before Pearl Harbor were—			
		Unemployed	In home housework	In school	Other
Total	6,650	3.4	54.1	33.0	9.5
Single	2,890	4.4	13.5	68.0	14.0
Married	3,190	1.7	86.0	7.0	5.4
Husband present	2,360	1.1	91.3	3.5	4.1
Husband absent—					
In armed forces	620	2.4	67.7	20.4	9.5
Not in armed forces	210	5.8	80.1	6.2	7.9
Status of husband not ascertainable	[1]		100.0		
Widowed or divorced	570	7.7	81.4	.8	10.1

[1] Less than 5,000.

Marital Status and Activity of Women Who Left the Labor Force.

Among the women who were employed just before Pearl Harbor, 2,250,000 left employment prior to March 1944. Over 60 percent of these are married women with husbands present. More than a tenth are those with husbands in the armed services, a smaller proportion are single women, and still fewer are widowed or divorced. In each group the great majority of those who left employment returned to

home housework; in the case of married women with husbands present, this group comprises over 96 percent of all those leaving. Very roughly a tenth of the widowed or divorced women and of those with husbands in the armed forces are still in the labor force but unemployed in March 1944, and this is true of a somewhat larger proportion of the single women. Small numbers have returned to school, nearly all of these being single girls.

The summary following shows the activities of the women in each marital group who left employment between Pearl Harbor and March 1944.

Marital status	Women who left employment since Pearl Harbor (in thousands)	Percent who in March 1944 were—			
		Unemployed	In home housework	In school	Other [1]
All women	2,250	6.0	87.8	0.5	5.7
Single	280	13.0	62.5	2.7	21.8
Married:					
Husband present	1,370	3.0	96.3	(2)	.7
Husband absent—					
In armed forces	300	10.1	86.2	.5	3.3
Not in armed forces	80	8.6	83.0	.7	7.8
Status of husband not ascertainable	(3)		100.0		
Widowed or divorced	210	9.1	70.6	.7	19.6

[1] Includes those unable to work.
[2] Less than 0.05 percent.
[3] Less than 5,000.

Increasing Employment of Married Women.

Though single women formerly have made up the greater part of this country's woman labor force, it has become necessary for an increasing number of married women to work, a factor in American economy that cannot be ignored. To begin with, there now are in the population about 2½ million more married women and some millions fewer single women than in 1940 to help carry on the country's production and services. The proportion of married women in the entire woman population increased by 8 or 9 percent, 1940 to 1944, while the number of single women declined by from 6 to 9 percent.

The time has passed when a woman automatically can leave the labor market merely because of her marriage. Efforts to push her out for that inconsequential reason may result in unwarranted family hardship. In an increasing number of instances her earnings are necessary to support the new home. In many cases she could not marry unless her earnings helped to establish the home. In perhaps more cases she could not marry unless she continued to shoulder her premarital financial responsibilities in her parents' home. An important population trend that contributes considerably to this situation is the increase in the proportion of older persons. Young persons often must continue after marriage to carry part of the support of family members who are passing beyond working age or are so young as still to be in school. The responsibility of the individual family for its older members is likely to be unchanged for a number of years to come, since the proportion of these older persons in the population is increasing and their needs are not yet adequately provided for

through the developing assurance systems. In many families some part of this load is being assumed, and must continue to be assumed, by the working wife and the married daughter.

During the war period more than a million married women with husbands present have left employment—1,370,000—most of them to enter home housework. This indicates that those who are able to do so in general are likely to return to their homes. Those who remain in their occupations find it necessary to continue work for some reason, and in the postwar period they should not be discriminated against in employment for arbitrary reasons, such as marital status, that have no connection with their working ability.

The proportional increase in married women, combined with other economic and population factors such as have been discussed, makes it probable that after the war there will be more married women in the labor force than before the war, though the number is likely to be smaller than at the war peak.

The proportions among the women of each marital group who were employed in 1940 and in March 1944 are as follows:

Marital status	Woman population in 1940 [1]		Woman population in March 1944		
	Number (in thousands)	Percent employed in 1940 [2]	Number [3] (in thousands)	Percent change from 1940	Percent employed in March 1944
Total	50,550	22.0	52,320	+3.5	31.5
Single [4]	13,940	38.3	13,110	−6.0	53.6
Married	30,090	13.9	32,490	+8.0	22.5
Widowed or divorced	6,520	25.0	6,720	+3.0	31.8

[1] U. S. Census of 1940. Population, Vol. IV, table IX, p. 5, and table 2, p. 9.
[2] Ibid., Vol. III, table 68, p. 111.
[3] Marital status figures shown here were transcribed from February schedules. See text on p. 18 for explanation.
[4] Marital status of population shown only for persons 15 and over. Age group 14 assumed to be single.

AGE OF WOMEN WORKERS AND WOMEN NOT AT WORK

Of the women in the labor force in March 1944, 55 percent were under 35 years of age, but of those not in the labor force nearly 60 percent were 35 years of age or older, more than 40 percent being at least 45.

Of women in the labor force before Pearl Harbor as well as in March 1944, over half were 35 years of age or older. The largest group were 45 years old or more, with almost as many 25 to 34. The opposite situation existed among those that newly entered the labor force during the war period, nearly half being under 25 years of age and the largest group under 20.

Of workers who were not in the labor force at either date, 60 percent were 35 years old or more, the largest group being 45 or over. However, of former workers who had left the labor force during the war, 60 percent were under 35, the largest group being 25 to 34.

Labor-force status	Number of women (in thousands)	Percent whose age in March 1944 was—				
		Under 20	20–24	25–34	35–44	45 or over
Total in labor force in March 1944	16,880	13.1	18.8	23.0	21.5	23.5
In labor force before Pearl Harbor and also in March 1944	10,230	2.9	18.9	26.3	23.9	27.9
Entered labor force since Pearl Harbor	6,650	28.6	18.7	17.9	17.9	16.8
Total not in labor force in March 1944	35,440	13.4	7.9	19.8	17.6	41 3
Not in labor force at either date	33,260	14.0	6.8	18.9	17.6	42.6
Left labor force since Pearl Harbor	2,180	4.0	23.9	33.6	17.2	21.1

Former and Present Activity Status, by Age.

Among the home houseworkers, nearly half of those who did not enter the labor force were 45 years of age or more, but of those who went to work after Pearl Harbor over 70 percent were under 45.

Almost a third of the schoolgirls entering the labor force after Pearl Harbor were at least 20 years of age, but of those who did not take jobs only 15 percent were as old as 20.

Few of the women formerly unable to work took jobs after Pearl Harbor; of those who did not take jobs over 90 percent were 45 or more.

Labor-force status in 1941 and subsequent status	Number of women (in thousands)	Percent who were—		
		Under 20	20–44	45 or over
In home housework in 1941:				
Entered labor force	3,710	1.7	70.1	28.2
Did not enter	26,070	1.0	52.2	46.8
In school in 1941:				
Entered labor force	2,280	68.6	31.3	.1
Did not enter	2,200	85.3	14.7	----------
Unable to work in 1941:				
Did not enter	1,820	1.4	7.7	91.0

Labor-Force Status and Marital Status, by Age.

Of the single women in the labor force in March 1944, 90 percent were under 45 years of age; of those who were widowed or divorced, more than 60 percent were 45 or over. Among the women in the labor force, practically a third of those who were married with husbands present and of those with husbands absent but not in the armed forces were 45 years of age or older. Those with husbands in the armed services were younger women. This distribution of the women of each marital status was similar for the groups that entered the labor force after Pearl Harbor and those who already were in the labor force, except that the women newly entering from the group with husbands absent but not in the armed services tended to be younger than those of the same marital group but already in the labor force.

Among those who were not in the labor force, over 70 percent of the single women and more than a tenth of the women with husbands in the armed services were under 20 years of age. In every other group those not in the labor force tended to be older; more than 90 percent of the widowed and divorced and more than 40 percent of those married

but with husbands present, or husbands absent but not in the armed forces, were at least 45. The proportions who were 45 years of age or older were larger among those who formerly were not at work than among those who had left the labor force, except for single women, among whom more than a tenth of those who left the labor force were under 20 years of age and hence may be expected to have resumed their schooling.

APPENDIX—GENERAL TABLES

[Note.—Because of rounding of numbers, details and totals do not agree in all cases.]

TABLE 1.—*Activity status in March 1944 of women 14 years old or more at that time, by their activity status in week preceding Pearl Harbor*

[In thousands]

Activity status in week before Pearl Harbor	Women in status specified in week before Pearl Harbor	Activity status in March 1944							
		Women in labor force			Women not in labor force				
		Total	Employed	Unemployed	Total	In home housework	In school	Unable to work	Other
Total	[1] 52,320	16,880	16,480	400	35,440	28,750	3,940	2,310	430
In labor force	12,410	10,230	10,060	170	2,180	2,020	20	70	70
Employed	12,090	9,970	9,830	130	2,120	1,980	10	70	60
Unemployed	320	260	230	40	60	40	[2]	[2]	10
Seeking work	100	90	70	20	10	10	----	----	[2]
Not seeking	80	60	50	10	20	10	[2]	[2]	[2]
Emergency work	140	110	110	[2]	40	30	----	[2]	[2]
Not in labor force	39,000	6,310	6,100	210	32,690	26,240	3,890	2,210	350
In home housework	29,780	3,710	3,600	110	26,070	25,550	20	390	110
In school	4,480	2,280	2,190	90	2,200	520	1,580	10	90
Unable to work	1,830	10	10	----	1,820	30	[2]	1,790	----
Under 14	2,670	240	230	10	2,440	120	2,290	10	20
Other	230	70	70	[2]	160	30	----	10	120
Labor-force status not ascertainable	910	340	330	10	570	490	30	30	10

[1] Woman population 14 years old or more in March 1944.
[2] Less than 5,000.

TABLE 2.—*Activity status of major groups of women in March 1944, by status in week preceding Pearl Harbor*

Activity status	Women in status specified in week before Pearl Harbor (in thousands)	Percent of group specified whose status in March 1944 was—				
		Employed	Unemployed	In home housework	In school	Other
In labor force:						
Employed	12,090	81.4	1.1	16.4	0.1	1.1
Unemployed	320	69.3	12.0	13.2	1.2	4.3
Not in labor force:						
In home housework	29,780	12.1	.4	85.8	.1	1.7
In school	4,480	48.9	1.9	11.7	35.2	2.3
Under 14	2,670	8.5	.3	4.3	85.7	1.2

TABLE 3.—*Percent distribution of chief groups of women in March 1944 according to activity status in week preceding Pearl Harbor*

Activity status	Percent distribution before Pearl Harbor of women who in March 1944 were—				
	In all types of activity	Employed	Unemployed	In home housework	In school
Total (in thousands)	[1] 52,320	16,480	400	28,750	3,940
	100.0	100.0	100.0	100.0	100.0
In labor force:					
Employed	23.1	59.7	33.5	6.9	0.3
Unemployed	.6	1.4	9.7	.1	.1
Not in labor force:					
In home housework	56.9	21.8	28.3	88.9	.4
In school	8.6	13.3	21.6	1.8	40.1
Unable to work	3.5	.1	----	.1	.1
Under 14	5.1	1.4	2.1	.4	58.2
Other and not ascertainable	2.2	2.4	4.7	1.8	.8

[1] Women 14 years old or more in March 1944.

TABLE 4.—*Occupation group of women employed in March 1944, by labor-force status in week preceding Pearl Harbor*

[In thousands]

Occupation group	Number of women in the group March 1944	In labor force both before Pearl Harbor and in March 1944		Not in labor force before Pearl Harbor	
		Number	Percent of all in occupation group March 1944	Number	Percent of all in occupation group March 1944
Total	16,480	10,060	61.0	6,420	39.0
Professional and semiprofessional	1,490	1,140	76.3	350	23.7
Proprietors, managers, and officials	650	540	82.4	110	17.6
Clerical and kindred	4,380	2,610	59.5	1,770	40.5
Sales	1,240	590	48.0	640	52.0
Craftsmen, foremen, operatives, and laborers except farm	4,920	2,750	55.9	2,170	44.1
Domestic service	1,570	1,110	71.0	450	29.0
Other services	1,650	950	57.5	700	42.5
Farm workers	560	360	65.0	200	35.0
Not classifiable	20	10	25.1	20	74.9

TABLE 5.—*Occupation group in December 1941 of women who shifted to new occupation group before March 1944*

Occupation group in March 1944	Percent distribution of women according to occupation group in which employed before Pearl Harbor							
	Professional and semiprofessional	Proprietors, managers, and officials	Clerical and kindred	Sales	Craftsmen, foremen, operatives, and laborers except farm	Domestic service	Other services	Farm workers
All occupations (1,460,000 women)	5.3	2.2	7.0	17.1	13.4	27.4	19.0	7.5
Professional and semiprofessional	----	3.4	32.4	20.6	12.4	8.8	14.2	8.1
Proprietors, managers, and officials	1.0	----	22.1	33.6	15.7	4.7	20.6	2.4
Clerical and kindred	8.5	4.7	----	33.7	32.3	5.7	12.1	1.9
Sales	10.2	----	19.8	----	26.7	9.7	29.7	1.1
Craftsmen, foremen, operatives, and laborers except farm	5.6	1.7	9.3	14.0	----	34.7	29.3	4.5
Domestic service	2.9	.4	----	1.6	4.7	----	23.3	65.6
Other services	.7	1.1	1.4	8.8	17.0	68.7	----	1.7
Farm workers	6.8	7.0	----	----	21.4	64.8	----	----

TABLE 6.—*Over-all of women's employment in same occupation and their shifts in and out of labor force and between occupations, December 1941 to March 1944*

[In thousands]

Occupation group	Women who remained in same occupation and women who changed activity or occupation, December 1941 to March 1944 combined [1]	Women in same occupation in March 1944 as before Pearl Harbor	Women who shifted their occupation or employment status				
			Grand total, all shifts	Entered labor force or changed occupation since Pearl Harbor			Left the labor force before March 1944 [2] (estimate)
				Total	Entered employment	Changed occupation	
All occupations	[1] 18,730	8,370	10,360	8,110	6,650	1,460	2,250
Professional and semiprofessional	1,780	1,080	700	400	360	40	300
Proprietors, managers, and officials	740	460	270	190	120	70	90
Clerical and kindred	4,860	2,210	2,650	2,170	1,830	340	480
Sales	1,400	510	890	730	650	80	160
Craftsmen, foremen, operatives, and laborers except farm	5,380	2,060	3,320	2,860	2,290	570	460
Domestic service	1,970	1,000	960	570	470	100	400
Other services	1,910	700	1,200	950	730	220	260
Farm workers	660	340	320	220	200	20	100
Not classifiable	50	[3]	50	20	20	10	30

[1] Does not take account of individuals making several shifts within the period.
[2] Distributed according to 1940 Census of Occupations of employed women.
[3] Less than 1,000.

TABLE 7.—*Industry group of women employed in March 1944 by labor-force status in week preceding Pearl Harbor*

[In thousands]

Industry group	Women in industry group in March 1944	In labor force before Pearl Harbor		Not in labor force before Pearl Harbor	
		Number of women	Percent of all in the industry group in March 1944	Number of women	Percent of all in the industry group in March 1944
Total	16,480	10,060	61.0	6,420	39.0
Agriculture	580	380	64.8	200	35.2
Manufacturing	[1] 5,590	3,170	56.8	2,420	43.2
Group I	2,690	1,370	50.9	1,320	49.1
Group II	2,160	1,370	63.1	800	36.9
Group III	730	440	59.7	290	40.3
Transportation, communication, public utilities	680	420	60.9	270	39.1
Trade, wholesale and retail	3,190	1,790	56.2	1,400	43.8
Finance, business, repair, professional	2,680	1,860	69.6	810	30.4
Domestic, personal, recreation services	2,660	1,840	69.1	820	30.9
Other (mining, construction, Government, forestry, fishing)	1,080	590	54.6	490	45.4
Not ascertainable	20	10	40.0	10	60.0

[1] See p. 12 for industries included in each group.

TABLE 8.—*Former industry group of women who shifted to new industry group*

Industry group to which women shifted since Pearl Harbor	Percent distribution of women according to industry group in which employed before Pearl Harbor									
	Agriculture	Manufacturing				Transportation, communication	Trade	Business, professional	Domestic and other services	Mining, etc.
		Total	Group I	Group II	Group III					
All industries (1,880,000)	6.0	8.8	3.7	12.5	6.4	2.9	26.4	13.7	24.6	2.4
Agriculture		13.3	4.0		9.4		6.5	6.3	67.4	6.4
Manufacturing	3.2					2.2	42.5	18.3	30.8	2.0
Group I	1.6	30.3		20.9	9.3	1.3	29.7	14.8	20.9	.8
Group II	5.4	14.7	8.3		6.4	3.1	35.9	9.1	27.4	4.1
Group III	3.1	30.4	9.2	21.2		1.5	29.4	8.7	23.3	2.0
Transportation, communication, public utilities	2.0	12.3	4.2	8.1			34.6	14.2	27.7	4.4
Trade, wholesale and retail	1.8	23.7	4.8	14.2	4.7	2.4		20.5	48.3	1.6
Finance, business, repair, professional	3.2	19.6	5.8	3.3	10.5	3.1	31.6		32.7	9.6
Domestic, personal, recreation services	47.6	8.7	3.0	3.6	2.0	4.0	26.4	11.1		1.2
Other (mining, construction, Government, forestry, fishing)	2.4	17.3	6.2	7.4	3.7	8.7	30.9	23.2	12.6	

TABLE 9.—*Labor-force status of women in March 1944 and in week preceding Pearl Harbor, by marital status*

[In thousands]

Labor-force status	Marital status					
	Total [1]	Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
	NUMBER OF WOMEN					
Woman population	52,320	13,110	6,720	28,510	2,580	1,360
In labor force March 1944	16,880	7,230	2,180	5,460	1,330	670
In labor force at both dates	10,230	4,330	1,630	3,090	700	470
Entered labor force between dates	6,650	2,900	550	2,370	620	200
Under 14 before Pearl Harbor	240	230	----	----	(3)	(3)
Not in labor force March 1944	35,440	5,880	4,540	23,050	1,250	690
Not in labor force at either date [2]	33,260	5,610	4,330	21,700	980	620
At both dates—						
In home housework	25,550	900	2,640	20,740	750	510
In school	1,580	1,570	----	(3)	10	(3)
Unable to work	1,790	300	1,230	210	10	40
Under 14 before Pearl Harbor and not in labor force March 1944	2,440	2,400	----	20	10	(3)
Left labor force since Pearl Harbor	2,180	270	210	1,350	280	70
In home housework March 1944	2,020	180	170	1,340	270	70
	PERCENT DISTRIBUTION					
Woman population	100.0	100.0	100.0	100.0	100.0	100.0
In labor force at both dates	19.6	33.0	24.2	10.8	27.3	34.5
Entered labor force between dates	12.7	22.1	8.3	8.3	24.2	14.8
Not in labor force at either date	63.6	42.8	64.4	76.1	37.8	45.4
Left labor force since Pearl Harbor	4.2	2.1	3.1	4.7	10.8	5.3

[1] Totals exceed cross details, as details not shown for 40,000 women married but with husband's status not ascertainable. For source of data on marital status see p. 18.
[2] Totals exceed details, as details not shown for 1,900,000 in other activities.
[3] Less than 5,000.

TABLE 10.—*Percent distribution of women according to marital status, by labor-force status in March 1944 and in week preceding Pearl Harbor*

Labor-force status	Total number of women [1] (in thousands)	Percent of total women who were—				
		Single	Widowed or divorced	Married, husband present	Married, husband absent in the armed forces	Married, husband absent not in the armed forces
Woman population	52,320	25.1	12.8	54.5	4.9	2.6
In labor force March 1944	16,880	42.8	12.9	32.3	7.9	4.0
In labor force at both dates	10,230	42.3	15.9	30.2	6.9	4.6
Entered labor force between dates	6,650	43.5	8.3	35.6	9.4	3.0
Under 14 before Pearl Harbor	240	97.1	----	----	1.3	1.5
Not in labor force March 1944	35,440	16.6	12.8	65.0	3.5	2.0
Not in labor force at either date	33,260	16.9	13.0	65.3	2.9	1.9
At both dates—						
In home housework	25,550	3.5	10.4	81.2	2.9	2.0
In school	1,580	99.3	----	.2	.4	.1
Unable to work	1,790	16.7	68.7	11.7	.3	2.5
Under 14 before Pearl Harbor and not in labor force March 1944	2,440	98.6	----	1.0	.3	.1
Left labor force since Pearl Harbor	2,180	12.4	9.6	61.8	12.7	3.3
In home housework March 1944	2,020	9.0	8.2	66.2	13.2	3.2

[1] Aged 14 and over. For source of data on marital status see p. 18.

TABLE 11.—*Marital status and age of women in labor force March 1944*

Marital status of women in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20–44	45 or over
Total in labor force in March 1944	[1] 16,880	13.1	63.4	23.5
Single	7,230	27.8	62.4	9.8
Widowed or divorced	2,180	.1	38.7	61.2
Married, husband present	5,460	1.2	67.8	31.0
Married, husband absent, in armed forces	1,330	8.6	89.7	1.6
Married, husband absent, not in armed forces	670	1.4	66.8	31.8
In labor force both March 1944 and before Pearl Harbor	[1] 10,230	2.9	69.2	27.9
Single	4,330	6.1	79.3	14.6
Widowed or divorced	1,630	.1	38.4	61.5
Married, husband present	3,090	.4	65.8	33.7
Married, husband absent, in armed forces	700	2.8	95.5	1.7
Married, husband absent, not in armed forces	470	.5	64.5	35.0
Came into labor force since Pearl Harbor	[1] 6,650	28.6	54.6	16.8
Single	2,900	60.3	37.1	2.6
Widowed or divorced	550	.2	39.7	60.1
Married, husband present	2,370	2.3	70.3	27.4
Married, husband absent, in armed forces	620	15.3	83.2	1.5
Married, husband absent, not in armed forces	200	3.6	72.1	24.2

[1] Total exceeds details, as details not shown for women with husbands' status not ascertainable. In interpreting, note statement as to sample on p. 2, and p. 18.

TABLE 12.—*Marital status and age of women not in labor force March 1944*

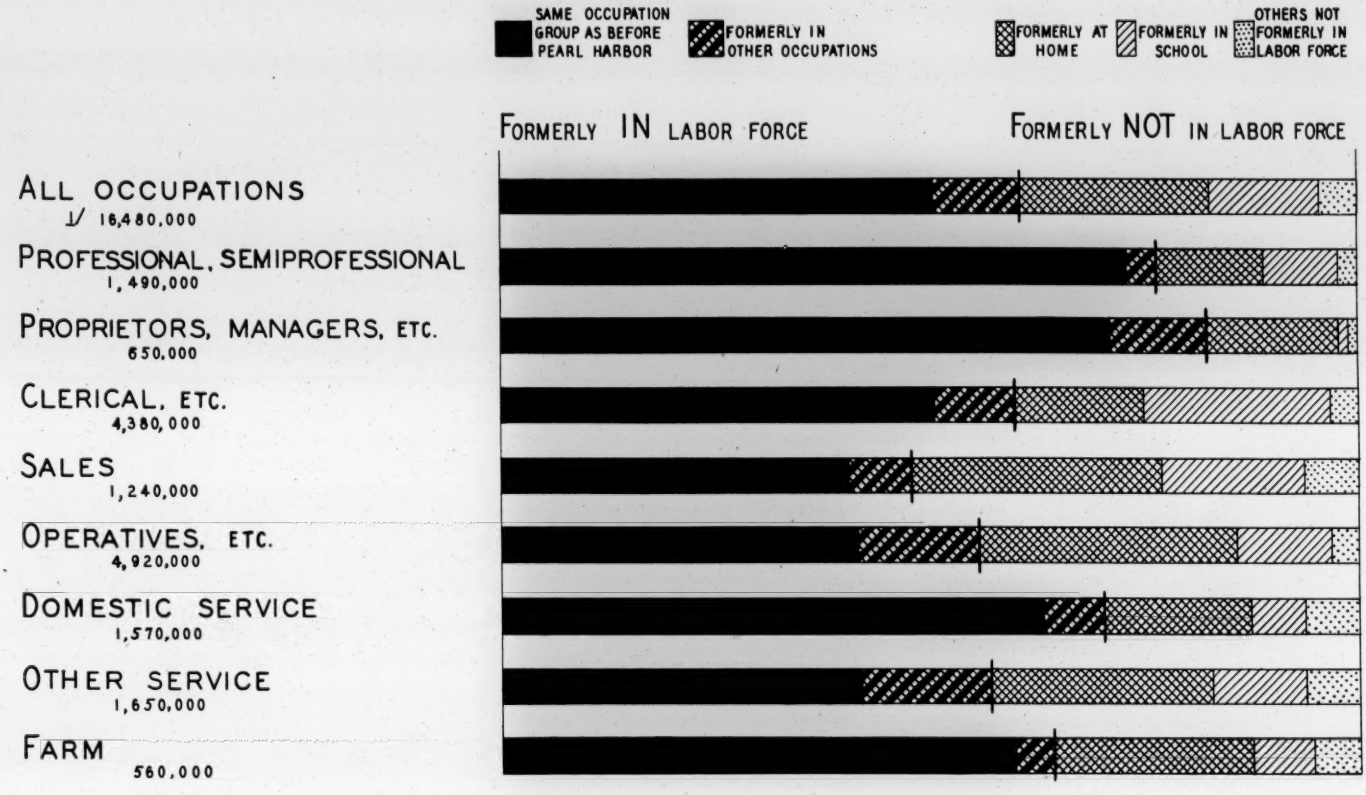
Marital status of women not in labor force	Number of women (in thousands)	Percent whose age in March 1944 was—		
		Under 20	20–44	45 or over
Total not in labor force in March 1944	[1] 35,440	13.4	45.3	41.3
Single	5,880	71.9	15.9	12.2
Widowed or divorced	4,540	.1	6.6	93.2
Married, husband present	23,050	1.4	58.1	40.5
Married, husband absent, in armed forces	1,250	13.5	84.3	2.3
Married, husband absent, not in armed forces	690	4.1	49.3	46.5
Not in labor force at either date	[1] 33,260	14.0	43.4	42.6
Single	5,610	74.8	13.2	12.0
Widowed or divorced	4,330	.1	5.9	94.0
Married, husband present	21,700	1.3	56.8	42.0
Married, husband absent, in armed forces	980	15.7	81.6	2.7
Married, husband absent, not in armed forces	620	3.7	47.9	48.5
Left labor force since Pearl Harbor	[1] 2,180	4.0	74.8	21.1
Single	270	11.1	72.1	16.8
Widowed or divorced	210	1.0	21.6	77.4
Married, husband present	1,350	2.6	80.3	17.1
Married, husband absent, in armed forces	280	5.5	93.9	.6
Married, husband absent, not in armed forces	70	8.0	62.0	30.1

[1] Total exceeds details, as details not shown for women with husbands' status not ascertainable. See p. 18.

○

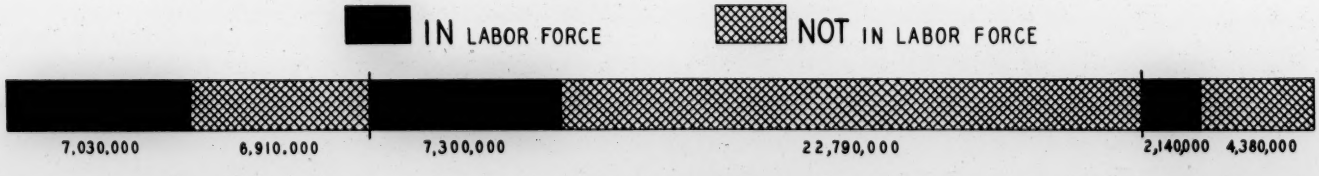
WOMEN'S BUREAU

OCCUPATIONS OF WOMEN WORKERS, 1944
BY FORMER ACTIVITY



1/ TOTAL EXCEEDS DETAILS, AS A FEW ARE NOT CLASSIFIABLE.

MARITAL STATUS OF WOMEN, 1944
IN POPULATION AND EMPLOYMENT



SINGLE 13,940,000

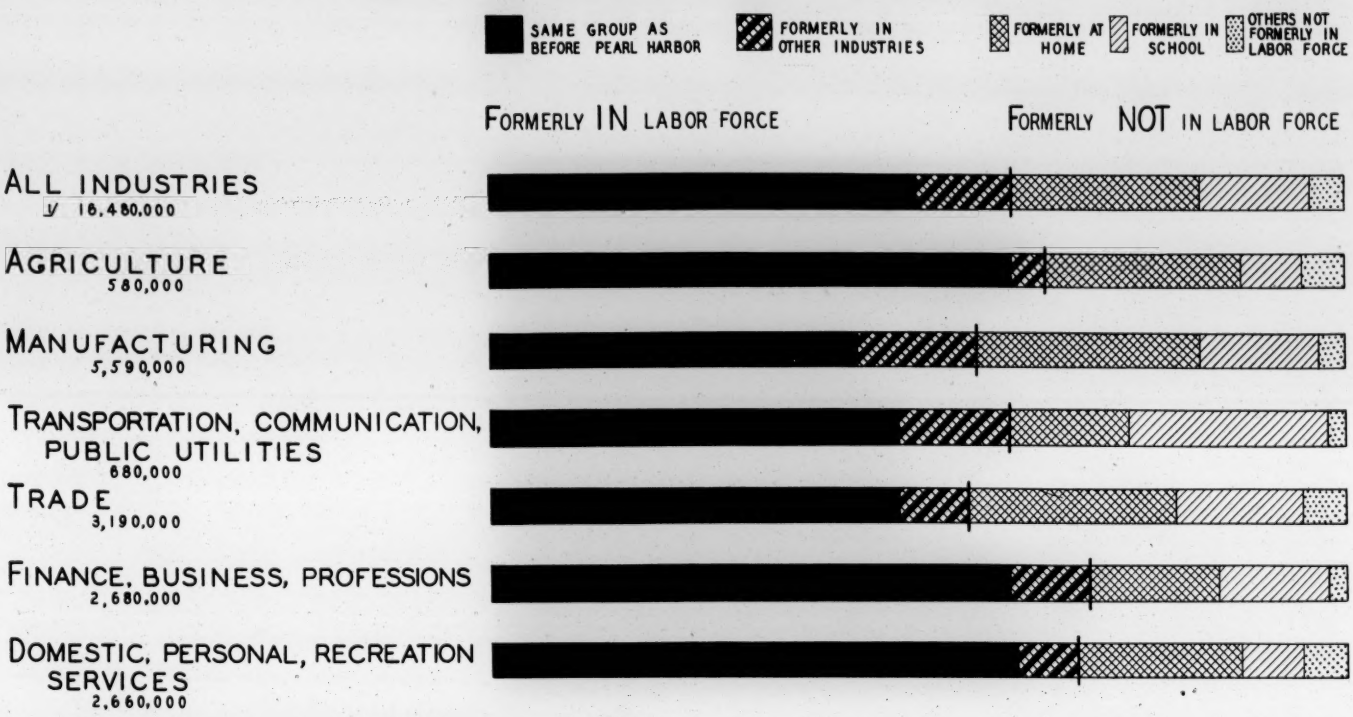
MARRIED 30,090,000

WIDOWED, ETC. 6,520,000

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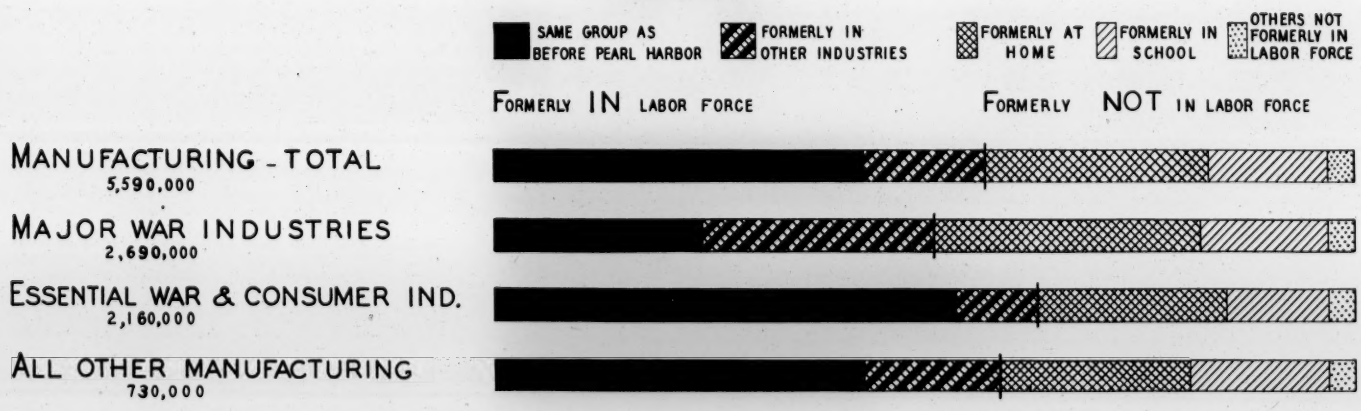
WOMEN'S BUREAU

WOMEN WORKERS, BY INDUSTRY, 1944
BY FORMER ACTIVITY



1/ TOTAL EXCEEDS DETAILS; "OTHER" AND "NOT ASCERTAINABLE" NOT SHOWN.

FORMER ACTIVITY OF WOMEN IN MANUFACTURING
1944



U. S. GOVERNMENT PRINTING OFFICE: 1944 O - 614630

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
FRIEDA S. MILLER, Director

✦

EMPLOYMENT OPPORTUNITIES IN CHARACTERISTIC INDUSTRIAL OCCUPATIONS OF WOMEN

By
ELISABETH D. BENHAM

BULLETIN OF THE WOMEN'S BUREAU, No. 201

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LETTER OF TRANSMITTAL

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, October 11, 1944

MADAM: I have the honor to transmit a study directing attention to certain industrial occupations in which women have demonstrated marked success, and which may be expected to continue to afford many opportunities for women.

This report is one of a series of inquiries the Women's Bureau is making in fulfillment of its obligation to investigate indications as to types of jobs likely to present future employment opportunities for women. It also illustrates the way in which women's work in industry during the war has extended over a varied range in occupations having great similarity to those in which women long have been employed and in which they undoubtedly will continue.

The report has been prepared as one part of the Bureau's program to outline probable conditions for women workers in the reconversion and postwar periods. It is chiefly the work of Elisabeth D. Benham of this Bureau's Research Division, cooperating with Mary Elizabeth Pidgeon, Director of the Research Division.

Respectfully submitted.

FRIEDA S. MILLER, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

WHAT KINDS OF JOBS MAY NEED WOMEN?

Women workers long have shown marked ability to perform particular industrial processes that require care, patience, and skill.

In prewar years, and to a far greater extent during the war, women have been employed on these types of work, in which they could use their characteristic abilities. Outstanding among occupations for which women thus have demonstrated special aptitudes are:

Assembly of small articles—requiring deftness, accuracy, and patience.
Inspection of many types—requiring conscientious care and attention to details, and sometimes involving quite expert procedures.
Operation of various machines—requiring close following of instructions, and care in performing correct processes and in preventing spoilage of materials.
Tool-crib and stockroom work. Burring and filing. Coremaking. Wrapping and packing.

Not only war industries but peacetime manufacturing as well will need types of operations at least very closely allied to those so skillfully done by women, both before the war and in much larger numbers during the war.

The rapidity with which women can be employed on such jobs depends on prompt change-over to peacetime production. The extent to which such work can continue depends on sound methods to assure a high level of employment and the consequent distribution of buying power.

During the war large numbers of women have had valuable experience in detailed operations that are the same as or very similar to those that will be needed when production for civilians is resumed. These women can play an important part in meeting consumers' demands for such products as the following:

Electrical equipment for lighting, radios, medical care, and a wide variety of home uses.
Household utensils.
Hardware and other small metal parts.
Interchangeable small parts for automobiles and aircraft.
Scientific measuring instruments.
Certain plastic products.

Employment Opportunities in Characteristic Industrial Occupations of Women

PART I. DESCRIPTION OF THE OCCUPATIONS SELECTED FOR STUDY

The particular abilities of women workers have proved an unquestionable asset in certain industrial processes that long have employed women. In many cases allied types of skill may be utilized in several different industries. Consequently it is possible for women to transfer from one industrial job to another in an industry wholly different but requiring similar skills of the worker.

This has been of great advantage both to management and to workers during the war, when occupations in which women excel have engaged enormously increased numbers. It is likely that after the war these operations will continue to offer a large field of opportunity for women workers, owing to the interchangeability of such skills among several industries and the particular aptitudes of women in performing them. There is strong probability that they will employ fewer persons than at the war peak, but still will offer jobs to more women than in prewar days.

Such types of work include, for example, the assembling of small pieces into a whole or a part of the final product, which may involve the soldering, welding, or fitting together of parts with hand tools such as tweezers, pliers, or screw drivers; the inspection of parts or assemblies, which may range from a simple examination by sight or touch to the expert use of a precise measuring instrument; the operation of various types of machines, in some cases requiring the setting-up of the machine; a number of kinds of cleaning or polishing; and the wrapping and packing of the product, especially when this entails handling relatively small units.

Assembly, inspection, operation of certain machines, and the wrapping and packing of small articles long have been occupations employing many women. As far back as 1907 and 1908 when the study of woman and child wage earners was made by special direction of the Congress, women were assembling filaments for electric lamps, locks, jewelry, and metal articles among other things, and were operating drill presses, punch presses, and other machines in making nuts, bolts, screws, tin cans, hardware, and so forth (1).[1]

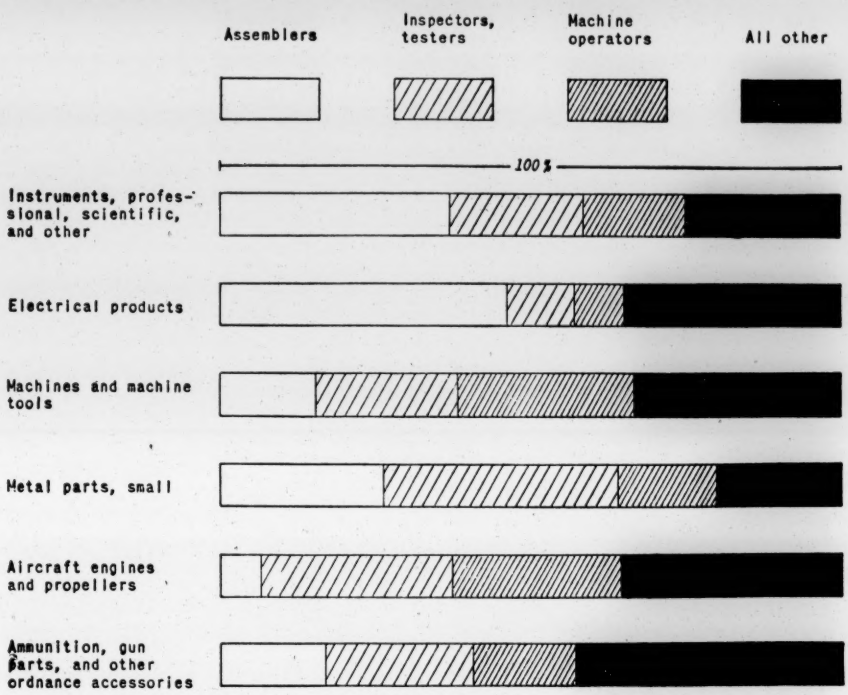
During the present war far greater numbers of women than before have gone into such occupations in war industries. A 1942 study of more than 125 war plants in a large industrial State found that three-fourths of the women with occupations reported in the electrical, in-

[1] References in parentheses throughout this report are to "Sources Referred to in Text," p. 49.

strument, aircraft engine and propeller, machine, metal parts, and ammunition plants combined were assembling, testing or inspecting, operating machines, or packing and wrapping. Typical is the report from an electrical plant recently visited, where the employment manager stated that women have been found to be more adapted than men to assembly work.

But it is not alone war industries whose products require assembling, inspecting, and machine operations to be done. After the war

EXTENT TO WHICH WOMEN EMPLOYED IN SIX SELECTED INDUSTRIES WERE DOING ASSEMBLING, INSPECTING, AND MACHINE OPERATING [1]



[1] From a sample of 70 plants in a large industrial State, 1942.

as before, women will do such work in many industries, probably in numbers considerably greater than in 1939 if not so great as at the war peak. For example, there would appear to be a relatively sure demand for such products as the following, the making of which requires the operations referred to: A variety of electrical appliances, such as buzzers, fuses, meters, plugs, switches, coffee-makers, and toasters; automobile parts; small metal products such as bolts, nuts, screws, pins, and needles; delicate parts of such machines as typewriters and other office equipment, sewing machines, and instruments for measuring and testing; and such long-time employments of women as the weaving of textiles, or the making of clothing, shoes, and paper products. Wrapping and packing occupations also are required in a number of the foregoing, and on an extensive scale in various food industries as well.

Two points should be made at the outset of this discussion, and they are points that cannot be repeated too frequently. In the first place, the employment of women will rise or fall with the soundness of the entire economy—with the rapidity with which conversion to peacetime production can be made, and the extent to which a high level of employment can be developed and maintained.

Secondly, the ever-changing processes of industry, new public demands and the decline of earlier demands incident to new discoveries, new methods of production, will continue to mean shifts in employment. Some highly specialized skills may become obsolete, others need to be developed; but at the same time there are certain skills that are admirably exercised by women and that are likely to be usable, or adaptable in some closely allied form, in a variety of industries to the extent that the country's economy enables those industries to exist.

The following pages will describe some of the work performed in various industries by women in such occupations as assembly, inspection, operation of machines, and a few others. Possibilities then will be discussed for postwar demands for the products of a few of the chief industries that undoubtedly will continue to employ many women in such occupations, as for example various branches of the electrical industry, transportation equipment, certain small metal parts, and plastic products.

ASSEMBLY

Among the operations that long have been usual for women in many industries are those of the type known in general as assembly or assembling jobs—that is, the putting together of parts. These vary widely in method used and in degree of skill. To screw together two parts of the plug for an electric toaster, for example, seated at a bench and using a small hand screw driver, is one of the simplest types of assembly. Somewhat more difficult is the assembly of an induction coil unit for an automobile. Wire is wound on a soft iron core, the electrical connections are soldered, and the unit is put into a metal or plastic housing.

When a number of parts are to be fitted together, it becomes necessary to have as a guide some sort of pattern or instructions. Usually this is in the form of a blueprint, and it is an important part of the worker's job to know how to read or interpret this accurately. Finally, there are very expert and complicated types of assembly sometimes involving hundreds of pieces, often requiring a thorough knowledge of the use of the mechanism being made. Examples are the work of the watchmaker, or the final assembly of scientific instruments or of machine tools.

The Dictionary of Occupational Titles compiled by the United States Employment Service defines assembler as "A general term used to designate a worker who assembles mechanical units or fabricated parts to form complete units or subassemblies, using hand tools or machines. Usually specifically designated according to the part he is assembling, the article he is assembling, or the stage of assembling he is performing."

Methods of Assembly.

Assembling of small parts may be done while seated at a work bench. It may or may not be organized on an assembly-line or belt-line system. Where larger parts are concerned, and more space consequently is needed, floor assembly is the method used, and this also may or may not be done on an assembly line.

The entire occupation for some individuals as a part of the assembling process may be the operation of a machine, such as a punch or drill press to make the holes through which screws are to go; others may perform some part of the preparation for making the parts fit or smoothing them, using a scraper or a hand file; or the parts may be fastened together with bolts or screws (using hand wrenches or screw drivers). More complicated methods of fastening parts together, requiring definite learning periods, may be by riveting, soldering, or welding (for which methods differ). The weight and size of the machines or of the hand tools used in these various processes depend on the weight and size of the parts being assembled.

Electrical assembly involves some techniques that are quite different from those involved in preparing and fitting together small metal pieces. However, in either type of assembly accuracy and fine work are involved and there is an overlapping in machine and electrical industries in the kinds of skills required by these occupations. Processes in the latter industry include cutting and insulating of wires, connecting them according to a prearranged pattern by the use of screws or solder, and so on. When a great number of wires are used the pattern may become quite intricate, as for a switchboard or an airplane panel board. Coil winding and armature winding are among the types of work involved in electrical assembly.

Persons who have learned the various techniques just mentioned should find their services of use in any one of a number of industries. Furthermore, if they have started with the easier processes they may be considered partly prepared for assembly jobs requiring other skills, which they can add to those initially acquired. For example, as has been indicated, in many of the more intricate jobs a knowledge of blueprint reading is essential. By adding such knowledge to her other skill, a woman who has successfully done some simple assembly can advance to a more difficult type of work.

Training Women in Assembly Techniques.

The extent to which women are learning some of the techniques involved in assembly may be judged by reports on cumulative enrollment from July 1, 1943, through April 30, 1944, in vocational classes offering supplementary training to employed women, thus adding to the skills they already were practicing. Altogether these accounted for about three-fifths of all women enrolled in such classes. They were as follows:

	Women enrolled	
	Number	*Percent of total*
Aircraft assembly	31,723	71
Aircraft riveting	39,991	70
Welding (all kinds, in all industries)	50,201	28
Electric welding, heavy	44,680	30
Blueprint reading	14,866	26

Importance of Assembly Jobs for Women.

That assembly jobs are far from new for women has been referred to. In World War I the Women's Bureau found women substituted for men as assemblers in some 30 industries studied at that time, as solderers in 9, as welders in 7 or 8, and as riveters in at least 4 (2). In discussing the work of women in such occupations, the Bureau stated:

> Women had been employed as assemblers of small metal parts before 1914. The war not only extended their employment for the first time in this capacity to many factories making delicate machines or instruments, but it sent them into machine shops where parts of medium size were assembled. During 1918, women were substituted for men in assembling very delicate instruments, locks, typewriter parts, sewing-machine parts, adding-machine parts, rifles, airplane parts, hardware, cutlery, tools, gears, transmissions, and joints of automobiles; centrifugal governors, and radiators for engines; electric motors, switches, and switchboards; bombs and shells; in the assembling of many other parts; and in aiding in machine erection. * * * Two-thirds of the firms reporting on 1919 labor conditions had retained their women assemblers (3).

As recently as the summer of 1942, a Women's Bureau report of women's work in war industries in an important industrial State found that more than one-third of the women reported were assemblers, and that women constituted one-fourth of all assemblers in the plants visited. Only 6 percent of these women were replacing men; 92 percent of them had been doing that work before the war, and the few remaining women assemblers were doing work new to the plant. The importance of assembly as a job for women in the various industries surveyed in this State is shown in the following:

Industry	*Percent women assemblers were of all women*
Electrical products	47
Instruments, professional, scientific and other	37
Metal parts, small	26
Plastic products	17
Ammunition, gun parts, and other ordnance accessories	17
Machines and machine tools	15
Chemicals and drugs	13
Aircraft engines and propellers	7
Rubber products	2

Assembly of Aircraft.

A very great number of parts go into the finished airplane. For example, the midwing section alone of a certain type of plane has some 10,000 different kinds of parts, which are assembled into a unit measuring about 20 by 12 feet (4). Some parts are very small. One of the smallest electrical devices for aircraft use is a 10-ampere switchette weighing one-third of an ounce (5). Such a condition makes possible a very great subdivision of work and furnishes many jobs well within the strength of the average woman. The assembly of the plane sections is done in a variety of major subassembly departments, and the extent to which these functions are broken down into separate divisions varies from plant to plant.

Early in 1942 the Women's Bureau studied women's work in aircraft plants, and found women employed generally in detail and small subassembly. The amount of work done on detail assembly in the bench

departments varied with the organizational set-up of the plant, with a general tendency toward an increasing break-down of operations with more subassemblies and bench work. Women as bench workers were on operations preparatory to assembly. They were using small jigs to form subassemblies, fitting parts together with hand tools, wrenches, screw drivers, scrapers, and the use of arbor or power presses to force the parts close together, drilling holes with portable drills, cutting with hack saws, inserting screws, clips, and dimpling by hand and machine (6). Deft fingers and the ability to work with painstaking accuracy on small details are valued attributes. Certain of these operations are similar to work done before the war on the smaller parts for automobiles, though there is likely to be much more of the finer work in an airplane than in an auto.

In the detail-assembly department of one large plant, three-fourths of the workers were women. They were sorting, hand forming, filing, burring, and riveting as well as putting parts together with hand tools. In another plant women were 85 percent of all workers on detail assembly, 3 being foremen of riveting.

Riveting is the operation that builds up most of the subassemblies and final assemblies. Though not a large group at that time, women were on all the various types of riveting. Not only were they working on jig subassemblies of ribs, spars, and bulkheads, but they were attaching the metal skin to the control surfaces and wing panels.

At the time of the Women's Bureau survey of aircraft plants in the spring of 1941 it was estimated that in the fuselage department from 20 to 25 percent of the jobs could be done by women provided they were trained in riveting, which is the most common job throughout assembly. In wing assembly about 35 percent of the jobs could be done by women, in control-surface assembly nearly 70 percent, in cowling and tank assembly about 20 percent, in final assembly about 15 percent.

Spot welding, a process that is substituted for riveting on an increasing number of assemblies, requires little training and women were being employed with marked success. A few full-fledged women welders also were manipulating acetylene torches; these welded rods joining brackets to steel tubing on engine mounts, tanks, landing-gear parts, and other parts. A woman welder being paid a journeyman's rate of $1.32 an hour was reported as one of the most efficient in the group with which she worked; the others were men. Parts plants making manifolds, cowls, airscoops, and tanks were employing women gas welders.

The proportion of women on the major fuselage and wing and final assembly was very small and most plants had none at all. In two plants, however, women worked alongside the slowly moving assembly lines installing such parts as pulleys, levers, pedals, radio tables, switch panels, and controls. Women working in a team were installing parts of the hydraulic system for landing gears. In the wing-assembly section of one plant 68 percent of the workers were women. In the earlier stages of assembly women were operating dimplers and all types of rivet machines, drills of all sorts, band saws, small brakes, rolls and shears. In fuselage assembly (another plant) 52 percent were women. The foreman wanted 800 more "right away."

A vivid picture of women's progress in this industry is presented by the two trips made to a final-assembly plant. When first visited in

December 1941 it was stated that the nature of the work did not lend itself well to the employment of women. Fifteen months later about a third of the factory workers were women and their production had far exceeded expectations. Since parts were made elsewhere, much of the work was assembly.

Aircraft-engine plants visited by the Women's Bureau late in the summer of 1943 had women working with men, assembling engines, tearing them down after testing, and reassembling. In one plant women did 40 percent of the assembly work. Men did the jobs requiring heavy lifting, otherwise work was the same for both. Most plants avoided much lifting in engine assembly by having engines mounted so that they could be turned mechanically to different positions.

Assembly of Fine Instruments.

The making of aircraft, optical and fire-control, and surgical and dental instruments has been of great importance during the war. Aircraft instruments are for indicating, measuring, recording, or controlling the flight and navigation of a plane. Fire-control instruments are predominantly optical, such as panoramic sights, gunsights, periscopes, telescopes, and binoculars. The demand for surgical and dental instruments has increased to supply medical units of the Army, Navy, and Air Corps. At the same time, instruments for the automatic control of industrial processes have been developing, and probably will increase in importance after the war.

Many of these instruments are relatively small, light in weight, made up of many intricate parts and assemblies. The light work, the many small parts, and the painstaking requirements of certain operations make instrument manufacture a field well adapted to the employment of women. That their employment has greatly increased is shown by the proportion of all wage earners who were women in October 1943, as estimated by the Bureau of Labor Statistics, compared with the report of the Census of Manufactures for October 1939.

	Number of women per 100 wage earners	
	1939	*1943*
Professional and scientific instruments and fire-control equipment	15	43
Photographic apparatus	26	37
Optical instruments and ophthalmic goods	33	43

The final assembly of some instruments is akin to watch making. It calls for a high degree of skill and responsibility, a thorough knowledge and understanding of the use of the instrument, and a practical knowledge of the field in which it is being used. The fact that even two women were reported in a Women's Bureau survey as final assemblers and instrument makers shows that they might become a substantial part of the final assemblers if management were open-minded to the possibilities of employing them.

The Women's Bureau made a special survey of the instrument industries in the fall of 1941. At this time the policy as to the employment of women varied greatly among the plants, their proportion of all factory workers ranging from about 3 to nearly 50 percent. Later, in 1942, 9 instrument plants were visited in one industrial State, and more than a third (37 percent) of the women they employed were assemblers, all of whom were on work done by women before the war.

In the prewar period 44 percent of women's jobs in the plants reporting had been in assembling.

Most of the pressure-actuated aircraft instruments consist of a metal or plastic case, bezel or snap rings, front glass, dial, pointers, and a number of internal parts or subassemblies. In one of three large plants women did practically all the work on these subassemblies, while in the other two most of it was done by men. In a large plant that manufactures Navy and commercial barometers, automobile altimeters, and compasses similar to aircraft instruments, women have been employed extensively for many years and assembled aircraft altimeters during the war of 1914–18.

Another type of instrument is based on the gyroscopic principle. In one of the two plants inspected, women assemblers were classed as unskilled repetitive workers doing light bench work. In the other they did the major part of the assembly work.

Various news stories indicate an increased employment of women making aircraft instruments:

> Gyro-horizons and compasses, instruments necessary for safe, accurate navigation of aircraft, are so delicate that all work must be done in washed-air, pressure-controlled rooms. Women have proved especially adaptable to this work.
>
> An antiaircraft detector is assembled and largely machined by women.
>
> A watch company makes altimeters and fine telescopes, as well as navigation watches and clocks. Before war production began, the firm employed 40 percent women; in 1942, 60 percent; now (June 1943), 80 percent.
>
> A firm making automatic pilots for airplanes found it necessary to train girls with little or no previous mechanical experience to perform the exacting work required in the assembly of these devices.

In the manufacture of most dental and surgical equipment women did little but minor subassemblies. However, in one plant making clinical thermometers they were employed on all major processes. Sphygmomanometers, which measure blood pressure, also were largely the product of women's work. Here they did all the assembly.

Binoculars were the only fire-control instruments on which women were employed extensively at that time. They were mounting and setting optical parts such as lenses, Porro prisms, and reticles into the case, and staking and making minor adjustments of the position of the parts. Similar work was being done by women on telescopes, aircraft sights, and small gunsights. Later (January 1943) women were reported to be 80 percent of the employees in a department assembling Navy binoculars.

In another plant making Army range finders, fuze setters and fire-control mechanism, a visit in December 1943 found women doing electrical-parts-assembly bench work, and subassembly of units. Some of this is precision work and women were considered somewhat better than men. The instruments were assembled on a wheel truck that kept the work at bench level and enabled it to be turned in any position. The truck had been made in the plant to ease the work for both men and women. In final assembly women were helpers to the men. The men were first-class mechanics but the women were gradually learning enough about the job to go on with some of the assembly when the men were absent.

In a plant making sighting and fire-control instruments visited in July 1943, women were on subassembly using small hand tools. All were required to read blueprints.

Instrument assembly was found in shipyards where women worked with the instruments of navigation and control. They disassembled, cleaned, repaired, reassembled, and calibrated such instruments and meters as tachometers, thermostatic contact makers, hydrogen detectors for submarines, shaft revolution indicators, heat and pressure gages, and compasses. They also disassembled, cleaned, repaired, reassembled and alined the optical parts of telescopes, gunsights, binoculars, navigation instruments, and range finders.

Assembly of Machine Tools.

Assembly is an important part of the manufacture of machine tools. It demands the precise leveling of machines on the floors, the exact alinement of the various units with one another, and many fitting operations involving scraping, filing, tapping, and other hand and machine processes. As customarily organized, one man has done a considerable variety of work requiring both experience and strength, since many parts handled are heavy.

When the Women's Bureau visited 15 major machine-tool plants in the summer of 1942, only 8 were employing women on production and in these the proportion of women among all factory workers was only from 2 to 8 percent. Assembly accounted for nearly a fourth of all production workers; only 2 plants were employing women as assemblers, though with greater subdivision women could have done much more of the work. In 1 of the 2 plants where women were assembling, the work was so organized that women were not required to handle any part weighing more than 18 pounds; they were filing, burring, and polishing and using hand drills and arbor presses on some of the smaller parts. In the other plant, women not only were doing these simple, light operations but had been given the responsibility of putting together parts of some of the subassemblies, such as the cross-feed screw nuts, the taper attachment shoes, fitting the gears on small shafts, and making lever and hand assemblies. They had proved so satisfactory here that a large proportion of the women to be hired in the future were to be placed in the assembly department. At the time of the survey 70 percent of the women production workers were on assembly jobs. One of the companies visited was planning to employ women as final assemblers to do light fitting as well as polishing and cleaning on the smallest machines manufactured.

Studies of various machine industries made by the Bureau of Labor Statistics in 1942 also show relatively few women assemblers. Most women were performing the least-skilled bench operations. An exception was the mechanical power-transmission-equipment industry, where women were half of all bench assemblers and three-fourths of those described as "Class C," the unskilled group. The products, ball and roller bearings, gears, drives, shafts and so on, are relatively small (7). A ball bearing used in an aircraft instrument is described as 0.015 inch on its outer diameter and with balls so tiny that 3,000 would fit in a thimble. The entire bearing consists of six of these balls, a race, two rings, and an outer casing (8). It can easily be imagined how fine a process the assembly of such tiny parts must be.

In later Women's Bureau visits, toward the end of 1943, women in one plant were found doing bench assembly work which was not repetitive. They were using drawings, and considerable training and experience were requird. A few women were employed here in the

welding department. They were considered good at intricate work. Another plant visited at nearly the same time was still making some of its prewar products, full-fashioned knitting machines. Here about 75 women were employed on textile-machine needles doing fine speed work at benches that required great finger dexterity and excellent sight. Though none of the women had been there over a year, they were said to be much better than men and may be retained after the war. Many women were doing needle-filling, which involves slipping and fitting small needles into the groove of a rack on a small bar.

Assembly in Shipyards.

A great many small parts go into the building of a ship. There also are many fittings for the living and working quarters on board that are the same as or similar to articles made in other industries. For these reasons many shipyard operations are well within women's capacity.

In 1943 the Women's Bureau visited 35 shipyards that had women on production work and found women doing assembly work on a great variety of items. These inclued valves, couplings, waterpumps, Diesel engines, manifolds, metal furniture, locks, water tanks, ammunition boxes, lockers, rifle cabinets, switchboards, stanchion parts, ammunition-hoist parts, stiffeners, parts for watertight doors. In one yard women assemblers filed surfaces to true, fitted gears to shafts, and made subassemblies. Some were proficient enough to assemble an entire unit, such as the mechanism controlling the training of a gun.

Assembly of Ammunition and Firearms.

From an occupational standpoint, the chief value of women's experience in work on ammunition and rifles is in the techniques there acquired that may be applied to peacetime products. Only a minimum of these products should be required after the war, and with curtailment in their manufacture workers now making them will shift to other industries. Assembly of certain ammunition components is a perfect example of the work first considered essentially suited to women—the handling of very small units, requiring deftness, precision, and patience. This included the putting together of percussion elements, primers, boosters, booster cups, and fuzes in many varieties and sizes. It is probable that hundreds of small operations are needed to complete these various parts.

Work on mechanical time fuzes may be taken as an example of processes women were performing. One of the Government arsenals inspected by the Women's Bureau in 1941 reported 96 percent women in the mechanical-time-fuze department, where 3 years before only 2 percent were women. It is interesting to note that many women for such operations were recruited from needle-trade occupations, where their abilities had been developed in fine embroidery.

A mechanical time fuze is made up of more than 100 parts varying in size from a fraction of an inch to several inches. All the subassembly work is concerned with tiny parts and employs women almost exclusively. The assembly of the movement is divided into progressive steps similar to those of building up a watch or small clock. Much of the work is intricate; small tools are used—tweezers, files, screw drivers, hand drills, and others—and some of the assemblers wear a jeweler's loupe (eyeglass). Operations include the inserting of wheels

and movement parts; screwing, staking, and peening (drawing, bending, or flattening) subassemblies in place; setting escapements, firing pins, firing arms, and testing their action. Finally the movement is fitted into the fuze case.

In the making of small arms, assemblers were not a major occupational group; they composed only 2 to 5 percent of the workers in the plants. Women constituted 8 percent of the assemblers in plants inspected by the Women's Bureau in 1942, and the plant employing them on the widest array of assembly work had 17 percent. Women could do most of the small-arms subassembly and much of the final assembly, depending on the weight of the weapon.

In several Canadian gun and rifle factories visited by the Bureau in January 1942, half the assemblers on shoulder rifles were women, and it was expected that eventually women would comprise three-fourths. They were doing subassembly on machine guns and were beginning to work on final gun assembly with satisfactory results.

A United States plant making naval torpedoes was inspected in the summer of 1943. Here women were doing most of the assembly, which was fairly complicated. One person put together the entire front part or the entire after-body, including all the mechanism. Women were learning the complicated assembly of the gyro, which demands great precision. They were taught to work with considerable independence and responsibility.

Electrical Assembly.

As has been mentioned, the nature of electrical assembly involves characteristic processes some of which are quite different from those required in the fitting together of metal parts. Others, such as welding and riveting, are fairly similar in metal and electrical assembly. Coils and armatures must be wound; electrical connections must be prepared, wire insulated and connected with complicated instrument systems. Many of these are operations that long have been performed well by women.

Furthermore, electrical-assembly work cuts across the various industries that have been discussed, and others also, as well as occurring in the more specifically electrical industries themselves, such as radio, batteries, generating appliances, communications equipment, and so on. At least some parts of great numbers of products are actuated by electricity, as machine tools, automobiles, ships, and airplanes. In other industries there are shops where electrical repair or maintenance work is done, as in steel mills and foundries. In establishments visited by the Women's Bureau, the work forces in these departments frequently had larger proportions of women than those in the plant as a whole. Often the work the women did was decidedly skilled.

In October 1939 women were a third of all wage earners in the inclusive Census group "electrical machinery" and by February 1944 Bureau of Labor Statistics estimates considered them to be nearly half. As already noted, assemblers were 47 percent of all women in electrical plants visited by the Women's Bureau in a 1942 survey in a large industrial State, and 92 percent of these were doing work that had been done by women before the war.

Most of the chief branches of the electrical industry were covered by two studies of the Bureau of Labor Statistics, one in August 1937, the other 5 years later (9). Comparison shows some increase in the

utilization of women: They comprised a little less than half of all assemblers in the early study, more than half in the later. While in 1937 no women were classed as skilled, in 1942 they were nearly a fourth of Class A bench assemblers. The proportion of all assemblers who were women varied considerably in the different branches of the industry. In 1942 they were approximately as follows:

Industry branch	*Percent women among all assemblers reported*
Electric lamps and radio tubes	100
Insulated wire and cable	79
Electrical measuring instruments	79
Wiring devices and supplies	78
Electrical appliances	68
Carbon products	66
Communications equipment	62
Radios and phonographs	52
Batteries	47
Generating, distribution and industrial apparatus	34
X-ray and therapeutic apparatus	23

Core and coil winding may be considered a part of assembly and in the 1942 study women were two-thirds of all reported on these jobs. They were more than half the solderers, but less than a fifth of the riveters and welders.

An important electrical industry that since its earliest days has been a large employer of women is the manufacture of radios. A Women's Bureau study of this industry in 1929 found one plant in which 84 percent of the women hired during the year were put on assembly work, in contrast to 33 percent of the men so placed. This does not represent the proportion at any one time but is a rough indication of the work done by men and women. Large numbers of women, many more than men, were hired for the assembly of sets, receivers, speakers, condensers, and transmitters. Only as assemblers of consoles and cabinets were the men hired in this plant outnumbered by women (10). In the more recent study, made in the summer of 1942 by the Bureau of Labor Statistics, women were more than half of all assemblers, though none were reported as skilled bench assemblers, or as floor assemblers of any grade (11).

Recent visits to electrical plants have found women doing bench work—assembling small parts of thermostats, wiring and soldering elements, and armature winding. In one plant making communications equipment, the majority of the assemblers were women. In another making motors and generators the work was subdivided so that one group of girls put brushes, screws, and rings on the lower part of rotors; they were then passed to another group who inserted two bakelite panels in the upper part and a metal partition through the middle; the third group fitted the rotor over a bakelite insulator. Men put on the final heavy cage.

Women in the electric shop of a steel mill did assembling on A. C. motors. In another they took apart and reassembled small motors, being classed as helpers. Even in a plant making guns, howitzers, and mortars, visited in November 1943, women in an electrical-assembly department worked on small mechanisms, cables and harness, connecting, soldering, and so on. Some made cables of different sizes and types. Some assembled an entire small mechanism, using a special type of blueprint easy to follow. There were 75 different types to be assembled, so work was not repetitive.

In shipbuilding, considerable electrical assembly is required, and women work on fittings for electric-wiring systems, conduit pipes, lamps, and small switches, and repair and assemble telephones. On board ship they are helpers to the electricians who install switches, lights, telephones, instruments, and fuse boxes. In one yard a woman was reported as able to make the entire telephone installation, with another woman as helper. She had learned to read engineering blueprints and could make all installations from the print. In another yard women were doing electrical wiring, working from simplified blueprints or drawings.

In aircraft production, among the first occupations thought suitable for women were some of those in the electrical workroom. These include wiring and assembly of switch, junction, and jack boxes, work on the instrument panels, and a great variety of other processes. Sometimes parts needed reworking to insure an accurate fit. Most of the work in the electrical, radio, and instrument-panel divisions requires manipulative dexterity of a high degree, and these divisions were among the first to offer new opportunities to women. In 1942 the Women's Bureau found women working on the assembly and preparation of electrical systems—cutting wires, attaching fittings and lugs with screw drivers, arbor presses, and soldering wire to contact points. They were laying out wires on routing boards or jigs, bending them around pegs until a complete harness was assembled. They laced groups of wires together, gave them a protective cover of shellac, and installed them in conduits; soldered on lugs, and attached designations for the final assembly into the plane. The definition of a single type of electrical assembly in the aircraft industry as given in the Dictionary of Occupational Titles (Supplement, Edition II, July 1943, p. 83) gives an idea of the various operations that may be involved. The operations may be subdivided.

> * * * measures and cuts insulated wires of a specific size and kind, using a wire cutter or pliers; tapes fittings on the ends of the wires; threads the wires through conduits and solders the ends to a plug; laces together the wires protruding from the open end of the conduit; wires parts, such as switches, meters, light sockets, and terminal panels, using an assembly sketch as a guide; attaches fittings to junction boxes, using nuts and bolts, inserts wires through openings into box and connects them to specific parts; connects wired junction box to testing apparatus and verifies wiring by connecting the box to testing lights.

A western aircraft plant put 25 women—the first hired—on electrical and radio essembly in the early spring of 1941. In 3 weeks the units produced per week increased by 25 percent, some even by 50 percent. Women fitting 63 different wires into a junction box cut the time from 2 hours to 90 minutes. In this plant a fuselage frame starts down a powered conveyor line. As it passes the various stations, girls install throttles, controls, instrument panels, and so on. Nowhere does a man touch it (12). In the electrical department of another aircraft plant the Women's Bureau found that about 60 percent of the workers were women, who were chiefly sorting, splicing wires, assembling parts, and making installations. On a visit to this plant a year later, it was stated that women's work was not distinguished from men's except that women could not hold jobs that required lifting.

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The instruments used on airplanes to control their engines, such as tachometers, manifold pressure gages, and electrical thermometers, are dependent on electrical transmission for their indications. In plants visited by the Women's Bureau as early as 1941, women were employed on much of the work of making these instruments. They were doing part of the winding of armatures, field coils, and stators; coil taping and forming; assembling armatures and commutators; soldering and connecting wires; and other electrical operations.

At an airport visited in November 1943, women in the shops did a great variety of light bench work, assembling radio harness for planes, soldering, and so on. Some six or seven new electrical harnesses are made for each plane, and women do a great variety of small assembly on them.

Machine-tool making involves some electrical work, such as the wiring and installation of motors, switch boxes, and electric panels. Of 15 such plants inspected by the Women's Bureau in 1942, 8 employed women on production and 2 of these used them for electrical assembly. The work of these women consisted of wiring panel boxes, soldering, cutting wires, attaching wires to terminals, and similar bench operations. A third company planned to put women on panel wiring soon. Work tables with pigeon holes had been constructed for the various parts to be used, and the women were to follow numbered diagrams that had been broken down and simplified by the engineering department.

In another machine-tool plant visited in 1943 women were doing electric-panel-board assembly exclusively and were considered better than men ever had been. Management would like to have women on this work after the war. At least one electric panel board is assembled for each machine made. The boards are a little different for each, but there are some similarities and panels fall into four general types. The girls followed blueprints at first but had learned to work so well that usually they could get along without them.

INSPECTION

Most types of manufacture provide for inspection of the product, usually at various points in the manufacturing process. This is a prominent feature, for example, in the metal-goods and machinery industries, where greater and greater precision is demanded in the product. Parts must fit accurately in order to function according to the high standards required. Parts also must be interchangeable, so that replacements may be made from stock on such equipment as machines or automobiles. This precision is secured by inspection at various stages of production, which may involve merely looking at the part for obvious defects or may require exacting measurements for variations from required dimensions of not more than one-thousandth, or perhaps a ten-thousandth, of an inch. With the trend toward greater accuracy, there have been perfected measuring devices so largely automatic that some inspection processes are quickly and easily learned. This trend also calls for more inspectors, whether men or women, in relation to workers on production. Besides inspection at various stages of production, examination is made also of parts that may be shipped in from other plants for use in a more complete assembly.

Testing is a form of inspection. It may involve determination of certain qualities, such as hardness of a piece of metal. It is often the trial of a completed mechanism to see that it functions as it should. A very simple form of testing is to screw an electric light bulb into a socket to see whether or not it will burn. Very elaborate tests are made of airplane engines by setting them up and running them in a testing cell, keeping watch of various gages and making careful records of performance. Such a test may take 4 to 5 hours.

Inspection as an Occupation for Women.

The report of women's employment made nearly 40 years ago—in 1907 and 1908—shows that women were engaged as inspectors at that time. In the making of incandescent electric lamps, women even then comprised about four-fifths of all workers. They were testing carbons, filaments, coil testing, and doing the final inspection. The report states "The operators engaged in this inspection must have a great deal of experience and judgment * * *." They also were inspecting bolts and screws, type, tin plate, cutlery, gun barrels, and parts of locks. Of the last named the report states, "This is exacting work, since the inspector must note and reject imperfect parts for the most trifling error." In can factories women were testing finished cans for leaks (13).

During the First World War, women's employment in the metal industries increased greatly and they were substituted for men as inspectors as well as in other occupations. The description of their work is not unlike a present-day description: "Here very often parts have to be accurate to the thousandth of an inch. Women employed as inspectors had to learn how to use gages, read micrometers, and vernier calipers. Many learned to read blueprints and to use the Scleroscope (for testing hardness)." Women were reported as replacing men inspectors in 27 different industries. About two-thirds of the firms reporting on the relative output of men and women declared women to have been as fast or faster than men. One firm stated that its records showed women to have turned out 20 percent more than men on 3-inch trench-mortar shells. Of the firms describing conditions in 1919, over 70 percent had continued to employ women for inspection (14).

One-sixth of the women employed in over 125 plants, in a large industrial State surveyed by the Women's Bureau in 1942, were inspectors or testers. Three-fourths of these were doing what had been women's work before the war, about 15 percent were replacing men, and 11 percent were on work new to the plant. Inspection as an opening for women varied in importance by industry, as the following shows:

	Percent of all women who were inspectors and testers
Metal parts, small	38
Aircraft engines and propellers	31
Plastic products	28
Ammunition, gun parts, and other ordnance accessories	24
Machines and machine tools	23
Instruments, professional, scientific, and other	22
Rubber products	13
Electrical products	11
Chemicals and drugs	4

While inspection was a new occupation for all the women reported in aircraft parts and chemicals and drugs, it was a prewar occupation for all in plastic and rubber products (15).

Officials interviewed by the Women's Bureau often speak of inspection as being well suited to women if parts and gages handled are not too heavy. The foreman in a machine-tool company reported that women picked up the work faster than men, followed instructions better, and were more careful in making precise measurements and checks. In aircraft plants women inspected small parts and castings for defects and tested for hardness. Foremen stated that men were apt to become bored with this type of work and that women were more satisfactory. In one aircraft-parts plant women were replacing men on highly skilled inspection work and were very successful. According to the superintendent of inspection, women at the end of a 3-months' training period were the equal of men with 6 months' experience.

Training of Women Inspectors.

Women's Bureau studies of war plants show some of the policies regarding on-the-job training. In one plant women were learning to be inspectors while doing some productive process. These usually were short runs of different kinds of work. A girl would learn to use one gage applicable to the work in progress; the next run of work might require another type, and thus the girl learned the various types gradually. Under a similar system in another plant women were receiving the kind of training that would make them all-round inspectors. Rarely were as many as 200 parts of one type made. This plant considered women most skilled and most useful as inspectors. In a third plant a combination method was found suitable. Women who disliked to change were allowed to learn one type of inspection and could achieve great speed, which was a valuable asset. Others who would find the repetition monotonous were taught the different methods. Their versatility made them equally useful.

In one of these plants women taking the inspection course attended 6 hours a week for 12 to 14 weeks. They learned blueprint reading and the use of all precision instruments, and acquired an understanding of shop processes. As to details, they learned the tools used in setting up work for inspection, such as plates, squares, and protractors of various kinds; several different kinds of micrometers, some 20 different kinds of gages, dial indicators, and comparators. Most of the students in these classes were women.

During the second half of 1943 and the first 4 months of 1944, nearly two-thirds of all persons enrolled in the Government classes for inspectors' supplementary training were women. About 5,150 of these were in aircraft plants alone, some 8,500 in all other industries.

Systems of Inspection.

Inspection may be delayed until the product is finished, and this would be a suitable method for a very simple article. Usually, however, it has been found more and more necessary to make frequent checks at various stages of the work. This is especially true when many parts are brought together to make a finished whole. All must meet the standards set up by the engineers or they will not fit together and adequately serve their purpose. Inspection saves time and mate-

rial. If a deviation from standard is caught at the right moment it may be corrected. Inspection may show faulty working of some machine, which if not adjusted would result in a continued production of scrap and a waste of the machine operator's time.

Under a customary system in plants visited by the Women's Bureau, inspection starts with machine operators who do some checking on their own work. General or roving inspectors make spot checks at the machines. Then final inspection is done at benches or on a line. A variety of gages are used.

In the aircraft plants, women inspectors in 1942 were engaged chiefly in checking to order specifications such incoming purchased parts as valves, rivets, bearings, and clamps. They inspected small castings for internal defects, using Magnaflux testing equipment, and tested the hardness of metal on Rockwell, Brinell, or Scleroscope testers. During fabrication, forming, and assembly, inspection is continuous, and women were employed in departments where they constituted a substantial part of the group, such as in the fabric, electrical, and tubing sections. By the spring and summer of 1943 there had been a great increase in the employment of women in the inspection of aircraft parts.

In machine-tool factories studied in 1942, the organization and arrangement of inspection differed from plant to plant. Women were doing in-process inspection, and a few made the final inspections of small parts. Most read blueprints and used a variety of precision instruments. Some plants had inspection centers where any work done in a department was thoroughly checked before being sent on for further processing. The line or general inspectors, employed on the floor by some companies to go through the departments and check on any work that appeared to need it, usually are highly skilled workmen capable of doing any kind of work, and no women were so employed.

Inspection that keeps pace with other processes is well illustrated in the work on percussion fuzes and powder-train time fuzes. For one of the more complicated types, 38 operations are listed, including machining, assembly, and five inspections of parts or of assemblies, done in many cases by women. In the making of barrels for small arms there are 41 principal machine operations. In this sequence there are over 30 inspections, including visual, gage, and Magnaflux, hardness testing, and inspection of line straightening. Women participated in most of these.

A typical large plant making automobile accessories, electrical equipment, and radios both before and during the war, formerly placed great reliance on final inspection. War demands for increased exactitude and speed developed the system of full inspection of parts at every step—10 percent spot checking on minor dimensions and 100 percent on major and critical ones. The inspection staff has been increased to more than 6 times its former size, though the total force is only something more than double the prewar force. For detail inspection at benches, the company has long employed women on small parts where delicate finger touch is an advantage.

At the head of the system for securing precision in this plant is the set-up inspector—a man seasoned and expert. He devotes his whole time to first samples of parts coming off a machine, checking them according to the operation lay-out sheets and blueprints involved, as

prepared by the tool lay-out engineers. When he tags a part as correct it is turned over to a floor inspector with instruction as to what to look for. As a rule each floor inspector checks on the output of 25 machines and is responsible for seeing that parts produced are of the quality approved by the set-up inspector. When qualified men floor inspectors left to enter the services women were trained to replace them with very favorable results. When gages are light they have been found most capable (16).

Skills Required in Inspection.

It can be seen from the discussion of training and of inspection systems that the skills required vary greatly with the product, the type of set-up, the degree of subdivision, and so on. Some types are simple repetitive operations that demand but little judgment. Many gages and testing appliances are simple and quickly learned. Some plants keep women on one type of appliance exclusively, others introduce them to the use of several, often a considerable number. Illustrating work that was relatively simple, though fatiguing because very fast and monotonous, is the inspection by women of belt links for ammunition. They sat beside a rapidly moving belt piled with links. Each woman took off as many as she could inspect. Any that were missed passed the line of workers again. Each link was placed over a small gage. If defective, a red light flashed. After the belt was installed, the women had to learn to look above and not at it. Individual records showed 15,000 or 16,000 links inspected in 8 hours, with one unusual record of 20,000.

Other kinds of inspection follow an involved process that places a great deal of responsibility on the worker, who must have considerable experience. This is especially true of certain testing operations. An example is the work of women in two small-arms factories, inspecting gages used in checking on the plant product. Since the accuracy of the products manufactured depends on the correctness of the gages and dies, this work requires great care and skill. Also necessary is a certain knowledge of mathematics, and use of a wide range of measuring instruments. Typical of the devices used in this work were optical comparators, shadowgraphs, Carl Zeiss toolmakers' microscopes, Pratt and Whitney supermicrometers, vernier height gages and depth gages, calipers, micrometers, Rockwell hardness-testing machines, and Johansson gage blocks. Gage inspection was done by women in some cannon factories also. Only college graduates were employed.

An even heavier responsibility rests on a group of some 60 women who work in New York City as inspectors for the gage division of the Inspection Board of the United Kingdom and Canada. They inspect the gages that are used in the checking of all munitions for the lend lease program to insure interchangeability of parts. They use precision instruments that measure within millionths of an inch. In recruiting women to be trained for this work the board looked for college and university graduates with an "analytical mind" who had majored in mathematics or physics. The first four began their special training in January 1941. They are still at work. The first-class technical assistant in charge thinks these women are less like "prima donnas" than most men doing the same exacting work.

Calibration of instruments is a responsible job done by women, and covers testing, adjusting, balancing, and measuring their performance

according to definite standards. Calculations and computations may be necessary and the calibrator of the more intricate instruments needs a working knowledge of mathematics and the principles of physics involved. In all but one of the plants visited by agents of the Women's Bureau only men did this work. In the one exception a woman was calibrating suction gages, which are among the simpler instruments. In the making of gyroscopic instruments women were doing practically all the testing on the smaller rotors, including testing of spring tension, making run tests to ease parts, and vibration tests to detect the slightest friction in movement.

In one plant manufacturing fittings and castings and doing precision work, intelligent girls with a better-than-average education were selected to make final inspection tests. They checked all parts in operation, doing any necessary adjusting with hand tools. They then figured out various test problems to check the use of the instruments.

Another exacting type of inspection in which women participated to varying degrees in several plants visited is in the testing of aircraft engines. The engine is set up, with propeller attached, in a testing cell. The operator or operators direct and watch the "test run" through the window of an adjoining room. There is a control panel with as many as 79 instruments, most of which are similar to those on the instrument panel of large aircraft. The engine is run at different speeds, and acceleration, idle, and dive tests are performed. Pressures and temperatures are observed and recorded; fuel and oil consumption under various conditions, and operation under various propeller settings and speeds, are checked. The operator who is working alone must watch the engine and the panel board, make calculations, and keep records (17).

After an aircraft engine has been tested, it is disassembled and all parts are given close inspection for flaws, signs of wear, and failure to function or possibility of such failure. In a plant where men had always done this work, a few women had recently been employed and a new group was being trained.

In the engine plants women were found doing the computing for the log sheets, using a slide rule. In one plant testing was done by a team of a woman and 1 or 2 men. About 80 girls were so employed. Usually they learned the work in about 2 months. In another plant where women were operators in the test cells, they did practically all the work but ordinarily there was 1 skilled man with every 6 women. At an air station where engines are tested after flights, a woman operator works alone and is entirely responsible for the engine. Another operator in the same space and testing another engine may act as relief, since tests take from 5 to 8 hours.

OPERATION OF MACHINES

The war industries make extensive use of metals, and their fabrication into the various required parts includes shaping by means of machines or hand tools. The chief machines for shaping metal products by the removal of particles of the material, known as machine tools, are milling machines, drilling, reaming, and honing machines, gear-cutting machines, broaches, grinders, and automatic, engine, and turret lathes.

Such equipment is produced in a great variety of types and sizes. Each machine may be built for either of two purposes: (1) To perform various operations on miscellaneous pieces or (2) to perform the same operation or operations on quantities of one piece. The first type is for short runs, is extremely flexible, and ordinarily is operated by a skilled machinist. The second kind of machine is for mass-production purposes, and often has groups of tools working at the same time; it may be partly or fully automatic, so that the operator has only to load, start, stop, and unload it. Besides machine tools, other common metal-working machines are punch presses for punching holes in stock or for cutting small parts out of stock, and forming or stamping machines or presses for shaping metal parts.

The proportion of all workers who operate these diverse machines varies with the product. Factories assembling airplanes and automobiles from purchased parts will have relatively fewer machine operators than plants that make the smaller parts or the entire product from the raw materials. In the machine-tool plants studied by the Women's Bureau, about half the men and nearly two-fifths of the women were in the machining units, most of them operators. In the making of small arms, nearly two-thirds of all factory employees worked on machines.

In aircraft-assembly plants not more, and usually less, than 10 percent of all employees are in the machine shop. Bureau of Labor Statistics studies show that in 1940 13 percent of all employees in automobile manufacture were machine-tool or punch and press operators, compared with about one-fourth of those in automobile-parts plants. Bureau of Labor Statistics studies of the manufacture of aircraft parts show that about one-fifth of the workers on the first shift operate such machines (18).

An example of the extent to which machine operation is necessary in metal fabrication is the making of the 30-caliber Browning machine gun (air cooled). This has 189 parts, with 1,800 separate machine operations. The large amount of metal that must be removed by gradual machining is shown in the work done on a number of the parts. The raw stock and forgings for one type of gun weigh 100 pounds, the finished steel parts only 18 pounds. Among the major components are the gun-body forging, weighing 45 pounds in contrast to the finished gun body's 5½ pounds, the barrel forging weighing 10 pounds and the finished barrel 6, the slide-butt forging weighing 22 pounds and the finished slide butt 4.

Women as Machine Operators.

Though the number of women operating machines in metal-goods plants has increased so greatly during the war, this is by no means a new type of occupation for women. In the early survey of 1907 and 1908 it was stated that "a very large proportion of women employed in this group of industries are working as machine operators * * *" (19). Some of the machines particularly noted, with the product worked on, were as follows:

Brass ware and other metals	Foot and power presses.
	Stamping presses.
	Drill presses.
Cans and boxes, tin	Punch presses.

Clocks and watches	Automatic screw machines.
	Lathes.
	Drill presses.
	Milling machines.
Hardware	Power presses.
	Dial presses.
	Milling machines.
	Lathes.
	Automatic screw machines.
Nuts, bolts, and screws	Cutting machines.
	Nut tapper (drilling operations).
	Punch presses.
Stamped ware	Forming presses.

A study of the position of women during and after the First World War revealed that more than four-fifths of the women substituted for men in metal-working industries were put on machine processes fairly similar, in occupation if not in method, to those performed today on metal work (20). Women were very successful, and well over half of the firms reporting had retained women on each type of machine in 1919, as the following shows:

Machines	*Percent of firms retaining women in 1919*
Gear cutters and shapers	86
Grinders and polishers	69
Milling machines	68
Drill presses	66
Punch presses	59
Lathes	57

Every one of the firms employing women on milling in this World War I survey reported favorably on their work. One element entering into their success undoubtedly was the fact that the parts being processed usually were small. To set up work correctly in milling machines requires considerable skill, though to operate the machine after it is set up requires little. Some women were able to set up their machines and grind the tools after a month's practice, some took as much as a year. Three firms keeping actual output records found that women averaged more than men on identical work.

In the First World War more firms substituted women on drilling than on any other occupation. Most of the work was done on light and medium machines having from 1 to 16 spindles. Not only were holes rough-drilled, but they were reamed to overcome drilling defects, tapped to produce internal screw threads, counter sunk and counter bored to enlarge the upper end or to form a shoulder at the lower end. The great majority of the firms reported that women were more attentive and conscientious than men. Some of the women put in their own tools and ground them. Figures as to output on identical work under the same conditions were secured from 3 firms. In 2 of the 3, women's output exceeded men's.

The lathe performs a greater variety of processes than does any other machine, and on the whole operating a lathe calls for greater ability and judgment. More than two-thirds of the firms surveyed after World War I reported women's output on lathes as equal to or greater than men's. Their success is all the more significant because, compared to other kinds of work, they had failed most frequently in this due to lack of experience or to insufficient strength. In a list of 10 lathe operations performed by women on shells they had learned

on 6 to set up the work, test the cut, grind the tools, shift the belts, and clean the machine. Of 20 firms reporting on the relative production of men and women on turret lathes, 5 stated that women produced as much as men, 5 that they produced more, and 10 that they produced less.

When only a small amount of metal must be removed to bring the work to correct measurements, or when a smooth surface is wanted, it is ground or polished. Also, there is much grinding or sharpening of tools in connection with all machine-shop work. An employer using women to grind the bores of cylinders said, "Women have better eyes for symmetry." In one establishment a woman on automatic saw grinding operated 14 machines, a man with longer experience 5. In another plant the average output of women on rough and finished tool grinding was nearly twice that of men. A firm that reported a smaller output for women than for men on polishing stated that the quality of work done by the women was better (20).

A State survey in 1942 covering more than 125 war plants reported that over one-tenth of the women employed were operators of machine tools or of punch and forming presses. It is not surprising that the proportion was considerably greater than this in certain industries, as appears in the following:

Industry	*Percent of all women who were machine-tool or punch- and forming-press operators*
Machine and machine tools	29
Aircraft engines and propellers	27
Instruments, professional, scientific, and other	18
Ammunition, gun parts, and other ordnance accessories	17
Metal parts, small	16

It is of significance that larger percents of the women at work on the punch, forming, and drill presses had been similarly employed before the war, though certain other machine occupations reported were new to women in the plants studied.

Occupation	*Percent of women on prewar occupations*
Punch- and forming-press operators	67
Drill-press operator	41
Lathe and screw-machine operator	25
Grinding-machine operator	9
Milling-machine operator	7
Gear-cutting-machine operator	None

The New York Department of Labor made a survey of the replacement of men by women in the first year of United States participation in the present war. Data were secured from reports of plants that were granted relaxation from State labor laws in connection with war production (21). Of the plants reporting substitution of women for men, almost half were manufacturing iron and steel and other metal products, machinery, and transportation equipment. The proportion of plants that had replaced men with women on the chief machine processes was as follows:

Occupation	*Percent of plants that replaced men with women*
Drill-press operator	33
Filer, grinder, buffer	15
Milling-machine operator	17
Lathe operator	17
Punch-press, power-press operator	12
Screw-machine operator	7

The extent of women's employment on machines in a mass-production industry is illustrated by the Women's Bureau survey of small-arms manufacture in 1942. Women were about one-fifth of all machine operators in the factories inspected, but their utilization varied greatly from plant to plant and department to department. They were 6 percent of the workers in the lathe and screw-machine departments, though not all operated machines. In some machining departments the proportion of women ran as high as 60 percent; yet one plant had no women so employed. In one plant almost 80 percent of the drill-press operators and 30 percent of the milling-machine operators were women. Three plants employed women extensively on turret, engine, and bench lathes, while two others had no women on such work. One plant had 21 percent women in its barrel-machining department, where they operated milling machines, engine and automatic lathes, drill presses, grinders, broaches, reamers, and other specialized machines.

Training for Machine Operation.

Women, ordinarily not familiar with machines, need more training than men for some of these operations, but they are quick to recognize this need. Instructors state that women bombard them with questions, and demand more attention on their training projects. They are much more meticulous in following detailed instructions, and are less likely to slur over or pass up specifications.

Training for machine operation in general includes learning the names of tools and parts of the machine, care of tools, reading of blueprints, and use of measuring instruments, as well as the actual operation of the machine, often of a number of machines.

During the 10 months ending April 30, 1944, some 33,600 employed women had enrolled in supplementary classes for machine-shop practice, more than a third of all such trainees. In addition, about 7,000 women were in training as aircraft mechanics (maintenance) or automotive mechanics and outside or marine machinists.

A report made by the supervisor of training in a New England school as to women's capabilities in such instruction is typical—that the women listened more carefully than men to instructions and were more painstaking in their work. They were slower than men at first, but their spoilage was less. He stated that women were able to work to close tolerances in a very short time.

Skills Required for Machine Operation.

The basic metal-working machines cannot be listed in order of ease or difficulty of operation, since this varies according to size, type, and so forth. The most complicated machine, requiring the greatest skill to set up ready to operate, may be the most automatic, the most easily learned, and the simplest to run.

In mass-production industries a machine setter selects the proper tool, which has been sharpened; fixes it in the machine; and adjusts the machine for the work in progress. Often an indicator is set to determine the point at which the process is to be stopped. The machine operator then takes hold. If quantities of the same piece are processed, the run may keep her busy for a day or two. She has merely to load and unload the machine, to start and stop it. Under this arrangement an operator may run 6 to 8 machines. It may be more practical to keep the worker—whether man or woman—con-

tinuously on the one type of operation, and there may be no economic advantage in teaching the setting up, tool grinding, and so on. The operator may, however, make spot checks of the dimensions of the parts as they are finished. In small-arms manufacture, the usual practice was to have machine setters for all machines.

Simplification of Machine Operation.—Various things can be done through planning and design to simplify work for the operator. As one executive has said, "Owing to development and design, the machine tool now does the physical work which formerly was done by the operator. The machine tool has within itself the precision and the power needed to get the job done. All that the operator has to do is to have the intelligence and the dexterity to operate the machine." It was pointed out in connection with a precision grinding operation that it is the machine that is precise.

In some machine-tool plants, good tooling has replaced individual skill. In one case, for example, the inside chasing of threads was eliminated by standardizing the thread and size of hole and then buying 4 or 5 expensive taps by which the job could be done with much less skilled attention. A woman operating a rifling machine had to perform 32 separate operations, but the company had developed a system of laying out the cutters and tools to be used, in proper order; also tools were correctly ground for the work.

Proficiency of Women in Various Machine Operations.—There is plenty of evidence in Women's Bureau reports that women are doing some of the skilled preparatory work—the set-up, selection of tools, their grinding, and so forth—and working to blueprint specifications rather than with dimensions automatically governed by the machine. Women have demonstrated ability for independent work. For example, in the toolroom of one large plant visited, 8 women were grinding cutters and taking care of tools, 1 was repairing dies and was learning to make them. The women were improving steadily, but it is obvious that in work that requires a considerable training period for any new employee, they would have to be there from 9 months to a year before they would be really useful. In the same plant two women were learning to do skilled machine repair. In one small-arms plant the largest single occupational group of women, aside from inspectors, were those in the toolroom, where 40 percent were women. The toolroom force for all plants was 11 percent women. They were most frequently making cutters, reamers, end mills, gages, and drawbars. Some women were setting up their own machines and more were learning this part of the work. In another plant women in the tool crib sharpening tools did as good work as any man. Two had been there a year and needed no help of any kind.

In the machine shop women were placed on the less complicated machines. However, they were not mere routine workers but had learned blueprint reading and set-up on the job so that they could take increasing responsibility. On turning precision bearings and hand wheels, women made better records than men and earned more production bonus, and at least one was doing her own set-up work. Some women on precision grinding were working to one or two ten-thousandths of an inch and checking their work.

Operation of More Than One Kind of Machine.—Even where work is simplified, more skill is required if the operator is shifted from

one machine to another. Whether or not this is done depends chiefly on the demands of the work. Toolrooms for maintenance of plant equipment are far more likely to shift workers from machine to machine than are departments doing machining of the product. Having one person run more than one machine was a rather common practice in small-arms plants. Either a series of operations was performed on one part, using one machine at a time, or concomitant operations were performed by keeping all machines going at once. Where several machines are operated at one time, the speed is not so great and the machining cycle is longer. Examples of combinations of machines operated both by men and by women are as follows:

Cincinnati power mill No. 0–8, hand mill, and drill press.
Brown & Sharpe mill No. 000, 3 machines operated by one person.
Fellows gear shaper, 3 machines operated by one person.
Cincinnati mill No. 1–12 and a drill press.
Automatic profiler and a drill press.
Natco drill (multiple spindle), Leland Gifford drill, and Cincinnati mill No. 0–8.
Hand mill, bench profiler, and two Cincinnati mills No. 0–8.
Pratt & Whitney profiler and 3 hand mills.
Two hand mills and one Milwaukee mill Model H.

Progression in machine operation for women in aircraft-assembly plants appeared often to be from jig drilling to sensitive drilling; when the operator had attained skill in sharpening and changing her drills, if she worked in a production shop she might be upgraded to operating a milling machine. In a plant making many small parts for aircraft engines, a girl who became bored with a monotonous job could be advanced to more complicated machines or more skilled inspection. In upgrading women it was found that it took about 4 months to make a hand screw-machine operator and about a year to make an all-round grinder.

Grinding Processes Numerous in Metal Work.—In a survey of machine-tool plants women were found employed to a greater extent on grinding than on any other kind of machining, though much of it was precision work done to very close tolerance. They do all kinds of grinding such as magnetic, chuck and surface grinding; centerless, internal and external grinding; tool grinding, and so on. In one plant women grinding involute cutters and gears operated two machines each. They performed their own set-up and dressed their own wheels. It had taken them about two months on the job to learn the set-up work. In the same plant a woman grinding tapers on shanks was doing her own set-up work and was allowed practically no tolerance, according to a company official. In another plant several women who were form grinding also set up their own work. Each new set-up had at least to be checked for every tool ground, and the tolerance allowed was but .0002 inch. In another factory women on surface grinders were at first allowed a tolerance of .0005 inch but later were upgraded to more difficult work on which they were permitted only .0002-inch leeway. One of them, employed only 10 weeks at the time of the survey, already was performing a complicated set-up involving compound angles and requiring the use of sine bars and Jo blocks.

Women grinders on small parts in aircraft-assembly plants were able to follow blueprints, measure with calipers, micrometers, and scales, dress their grinding wheels if necessary, and generally follow

work specifications. Dressing the grinding wheel involves cutting the worn wheel to true the surface. The wheel is mounted on a power-rotated spindle and the surface cut with a diamond-pointed cutting tool (22). Where it was customary for drill-press operators to change and sharpen their own, the women usually were doing this. A few women had full-time jobs dressing the points and grinding the cutting surfaces of drill tools to specified angles and shapes.

Many Machine Operations Require Special Skills.—In the machine-tool industry, a great many operations that need special skill and accuracy remain even where process simplification has been accomplished. Though women have been in such plants for only a relatively short time, they already were doing accurate work on jobs requiring, for example, machining to a tolerance of .0002 inch, or a fifteenth part of the diameter of a hair. Where small lots were common, some women already were learning the setting up of their own machines in 6 of the 8 plants having women on production work. One of these had no special set-up men, since women were expected to set up all the machines they operated.

In one plant they were cutting the teeth on broaches on fairly large lathes. They were required to read blueprints and mark out their own work. Each type of cutter on which women were engaged had a different pitch of teeth, so they had to be able to mark out numerous kinds of work. In one of two plants employing women on gear cutting, each operated two to five machines and did her own set-up work.

Machine operators had to be somewhat more versatile in the manufacture of cannon than in some industries, shifting from one type of work to another, since there is not a great volume of production of parts of any one kind. Women did this as well as men, including the setting-up of machines. Machine operators checked their own work with calipers, micrometers, and fixed gages; sometimes they did filing and burring of parts. The extent to which they filed or burred depended on the machining cycle and the number of machines operated.

A few women in the maintenance machine shops of steel mills were operating lathes, drill presses, milling machines, shapers, and grinders. In several plants they were doing part or all of their own set-up work. In at least two plants each worked on a number of machines. In one plant a woman in the carpenter shop running an automatic sharpener worked on all kinds of saws. She learned the work more quickly than the men and did better work.

Workers must be experienced, skilled, and mechanically minded in the instrument field, and for this reason at first women were received very slowly as machine operators in this industry. However, some women worked on small machine-drills and punch presses, milling machines, lathes, and so forth. In two instances women milling operators made their own set-ups. On certain processes the quantity and quality of workmanship was reported as about the same for men and women.

Dental burrs and broaches are manufactured in about 150 styles and are made almost entirely by women, who were straightening, cutting, and inscribing the trade-mark on wire used as raw stock. Semiautomatic and automatic machines are used for forming the ends of burrs. Broaches are ground and tapered on fine carborundum wheels and barbs are cut on a special bench machine. The operations are checked under a microscope.

The Problem of Heavy Work.

Machine tools range in size from those small enough to mount on a bench and weighing only a hundred pounds, to giants that stand as high as a three-story house and weigh several hundred tons. Many of the machines used in making cannon have beds over 200 feet long. In general the large machines are for the processing of large parts. There is the weight not only of the stock but of the jigs and fixtures to be considered. On some machines considerable effort is required to tighten the work in place and later to release it, and tools for this purpose also are likely to be heavy. A large machine may require a tall person with a long reach to manipulate it.

These are not insuperable obstacles to the employment of women, however, and have been met in various plants. Men as well as women are unable to lift by hand all the parts involved without the use of chain hoists or other mechanical lifting devices, and such devices are very generally a part of the equipment of most large modern machine shops. Power chucks are installed in some cases to avoid the necessity of exerting great physical effort in tightening pieces in the machine. It is probable that newer factories will be provided with these labor-saving devices, whether men or women are to be employed. The increased production possible would make them an economy, and they save workers' time for the job skills.

Women have been able to do a considerable share of the work on larger parts in small-arms manufacture, due to management's constant search for improved production techniques to lighten machine operations. New fixtures were designed to replace the heavy arbors for holding the cutting tools; benches or machines were raised or lowered to improve work lay-out and reduce lifting; conveyors were installed to slide parts from one machine to another. Through use of these measures women in one plant comprised from a third to considerably over a half of all machine operators in the various departments making large parts.

Proper selection of the workers for the job also is important. In both small-arms and cannon plants it was stated that tall women are chosen for work on the larger machines, since they can more readily reach the multiplicity of controls. A woman more than ordinarily robust may be perfectly capable of exerting the necessary force to manipulate the levers, hand wheels, and turnstiles. There still will remain work that is beyond the average woman's strength but well within that of the average man and in some cases of the exceptional woman.

There remains the possibility of separating light work from heavy so that women may be assigned to the light work. Both light and heavy pieces often were processed on the same machine in the machine-tool industry, and at least one employer expressed the opinion that a readjustment, while perfectly possible, would be less efficient. In another plant, with a different arrangement of the flow of work, small tools in two machining departments already were separated from the medium and large, the lighter work being at one end of the room, the heavy at the other. The smaller parts were being routed separately in these two departments, though no women were employed there nor was their employment anticipated. In two plants, such separation of work on turret lathes had been made in order to give the smaller work

to women. In small-arms factories women most frequently were employed in the general machining departments where smaller parts were made. In the plant making the most extensive use of women they were 57 percent of all workers in such a department.

Women operated the same makes and types of machines as men in a large plant making aircraft engines. Women operated all 35 types of machines used in this mass-production plant, and at the time of visit they constituted a third of all machine operators (600 of 1,800). The only difference was that men were used in departments where heavy parts of engines were worked on, where machines were larger and the parts, jigs, and fixtures heavier. Both men and women operators were taught to follow blueprints, inspect their own work, see that the machines were running correctly, do their own degreasing and some of their own set-up. There were, however, skilled set-up men, 1 for every 8 to 10 operators, whether men or women. Other establishments reported practically the same arrangement.

PACKING AND WRAPPING

Unless the finished product moves out of the plant under its own power there is usually necessary some kind of packaging, wrapping, or crating to prepare the article for shipment. Packing of small finished products or of small parts for assembly in another plant is especially suitable for women. In one of the aircraft-engine plants, for example, 85 to 90 percent of the wrapping and packing of spare parts for replacement was done by women. Packaging furnishes protection to the item and, in peacetime, eye appeal to the consumer. The finished package must be strong, compact, neat, and often attractive. Though not calling for much skill, packing does require some dexterity and usually considerable speed. Stamping or labeling may be done in packing departments; sometimes also loading and unloading and other operations that may be designated as warehouse work.

In the wartime metal industries surveyed by the Women's Bureau, packing operations were being performed by women. In small-arms-ammunition plants, for example, women set up cartons, packed cartridges in pasteboard containers and then in the cartons, and hand-pasted labels on the outside. They were doing similar work in factories making artillery ammunition. In some instances each completed fuze was placed in an individual cardboard container. Boxes were taped and dipped in wax to make them waterproof. Women were employed also in stamping or stenciling on the container information as to the kind of fuze, primer, or booster it contained, the lot number, and any other essential data. Usually final packing is done in boxes of fairly large size by men, as the work at this stage is too heavy for women.

About 30 percent of the packers in small-arms plants were women, and most of them were counters, sorters, wrappers, and packers of spare parts. Parts greased or oiled were wrapped in heavy oil paper before packing in envelopes, cartons, or boxes. A few women were nailing metal strips around large packing boxes.

With some types of packing, speed is the chief essential. In a tinware plant a girl was packing gallon cans. Working very rapidly, she picked up 4 with one hand and 2 with the other from a moving conveyor and placed them in a carton, which another girl set up and

opened for her; this second girl then closed the carton and sent it along another conveyor to an automatic gluing machine. Women feeding packaged safety matches to a machine that wrapped them had to work quickly and pay close attention, as the packages passed them very rapidly on a moving belt.

The foregoing apply to newer war plants, but wrapping and packing long has been a type of job performed by women. A few descriptions of women's work as packers of metal products in 1907 and 1908 (23) follow:

Hardware—The small articles * * * are usually packed in cartons by the dozen, the gross or singly. * * * Sometimes the articles are first wrapped in tissue paper to keep them from getting scratched or tarnished. * * * Care is required * * * to get the packages up in neat and attractive form and to see that each has the specified contents.

Needles and pins—The long strips of paper (filled with pins) from the sticking machine come to the folders, who cut them into proper lengths for a paper of pins, then fold each paper and place * * * a dozen papers in each box. Cheap pins * * * are wrapped in packages.

Nuts, bolts, and screws—Bolts (with the nut screwed on), are sorted, inspected, piled together, packed in paper cartons or boxes, sealed and labeled.

Stamped and enameled ware—Labels were stamped, pasted, and stuck to the ware, the ware was wrapped in a sheet of paper, another label pasted on the outside and the parcel set aside. * * * Hollow articles, like pails, which can be put one inside another or "nested" are stacked as high as the wrapper can reach.

In food industries Women's Bureau studies report a great deal of packing and wrapping done by women, both in war and in peace times. A study of these operations made by the New York Department of Labor in 1936 reported on nearly 10,000 women, practically 60 percent of whom were in food industries, most of the remainder packing cosmetics and drugs. In meat plants women have long packed sausages, wrapped hams, arranged sliced bacon in cartons or cellophane wrappings, or put chipped beef into cellophane envelopes or glass cans. In all cases care must be taken that the resulting package has an attractive appearance. At the same time considerable speed is required. Some packaging is done by machine—for example, the filling of pound containers with lard. Cartons are set up with an inner lining, the lard is poured and cooled, and the packages are closed automatically. Girls are employed at different points on the line to see that all is going smoothly, to take off defective packages, and generally to prevent anything from interfering with rapid progress.

The multitudinous forms in which candy is put out indicate the amount of wrapping and packing that must be done. Wrapping often is done by automatic machines. In candy factories studied by the Women's Bureau in 1920 and 1921, 45 percent of the women were wrappers and packers, such women comprising 96 percent of all persons on these processes. These operations in the main require speed rather than judgment or skill.

The following description of women packing biscuits (crackers) from the 1907–08 study of woman and child workers shows the kind of skill involved in many packing processes, regardless of the product:

> The packers stand on each side of a table along which a moving runway carries the biscuits about at the level of the packers' waists, while another carries along the empty cartons about at the level of their heads. The lids and flaps of each carton still stand up straight when it reaches the packer, so that no time is lost in opening it. Taking the carton in her left hand, the packer takes up a handful of biscuits in the right hand and places them in the

> carton. A good packer will nearly always fill a box with two handfuls of biscuits, and quite often will do it with only one. A packer is expected to watch carefully to see that she does not pack any misshaped or broken or scorched biscuits; she must not pack her carton either too tight or too loose; she must be sure that the biscuits are all turned one way; and she must not accept an imperfert carton for packing (24).

Packing and wrapping and other concomitant occupations are important in both cigar and cigarette manufacture. At one time packing of cigars was a skilled occupation, as cigars were sorted by color and shade before being packed in boxes. With the introduction of foil or cellophane wrapping, sorting and shading became less important, and more women were employed on the simpler processes as well as in banding and labeling.

The putting of cigarettes in the standard-size packs has long been done by machines, usually operated by women. The development has been to make the machines more and more automatic and capable of performing more processes, such as the pasting on of the revenue stamp and the putting of the wrapper around the package. Hand packing is done only when the type of container is used so infrequently that the use of a machine is not justified. Speed and deftness are required in this work. A Women's Bureau study of these industries in representative States and communities (1929 and 1930) showed that about 13 percent of the women in cigar factories and 42 percent of those in cigarette factories were in the packing departments.

In the clothing industry the amount of wrapping, packing, boxing, labeling, and so forth is likely to depend on the fineness and price of the article. Full-fashioned hosiery is carefully paired, banded, labeled, and boxed to make an attractive appearance on the department-store counter, while children's cheap socks may be merely bundled up wholesale to be spread out in the "5 and 10". Men's shirts may be sorted for size and sleeve length, and a certain number of each size put together according to the orders of the wholesaler or retailer. All this work is done by women, and is quickly learned, though it does require dexterity and care.

TOOL-CRIB AND STOREROOM WORK

Tools used in making the product, purchased parts from screws to castings, patterns, chemicals, many different items, must be kept so as to be quickly available. The attendant must know the stock and its arrangement, keep track of all that is given out, see that nonconsumable items like tools are returned, and in general do a storekeeping business. This is an occupation relatively new for women in any considerable numbers in the present war. However, many women now are performing this work very successfully, provided the attendant need not handle large and heavy as well as small and light materials.

Storerooms and stockrooms had women employees in most of the aircraft plants visited by the Women's Bureau. Supplies such as sheet metal, extrusions, bars, clamps, nuts, bolts, rivets, and parts are kept in bins and on shelves and racks. Many of the parts to be stored and issued are small and can be handled easily by women. Much of the work is of a semiclerical nature, keeping stock records of the

receipt and disposal of parts, perpetual inventory reports, filing requisitions and orders.

Similar jobs were held by women in the toolrooms, where tools, templates, small jigs, and dies are stored, maintained in condition, and issued, and women could do this type of work to a greater extent. Only a small number of women were found in the toolrooms, but in all cases where there were women it was planned to augment their numbers. When women can increase their general mechanical background and knowledge of the names and uses of tools, more of them can be considered as tool-crib workers. One firm estimated that it could use almost 300 additional women tool-crib attendants and clerks if labor-supply conditions made it necessary.

In small-arms plants more women were employed as stockroom attendants than as tool-crib attendants. Twelve percent of the stockroom workers were women acting as stock-record clerks and storekeepers, filling cribs and boxes with parts and supplies, and putting up orders to be routed to the plant. Seven percent of the tool-crib attendants were women, who handled the smaller tools, jigs, and fixtures, checking them in and out and keeping records. This work requires a knowledge of the different articles, which women were acquiring gradually on the job. Women did similar work in cannon plants. In the tool cribs they did a certain amount of grinding of milling cutters and reamers.

Women were employed as tool-crib attendants in only 3 of the machine-tool firms surveyed. In 1 of these women were known as tool dispatchers, since they took tools to the machine operators so that the latter need not leave their machines.

In steel mills women were employed in both tool cribs and storerooms. In foundries they were reported as storeroom laborers, tool cleaners and grinders, and toolroom attendants. In the pattern-making shop they gave out and stored the smaller patterns.

Women have proved very satisfactory in toolrooms of shipyards. They have learned quickly and are orderly and efficient. In one yard the toolroom served a thousand people a day. The women waited on them and got them away from the window much faster than men did. Once a week files were gone through and misfiled slips pulled out. Formerly there would be a peach basket full of such slips; with women on this job there were only about 15 slips incorrectly filed. Girls spell and write better and are more accurate and serious about the work.

OTHER CHARACTERISTIC OCCUPATIONS

In a few occupations particularly characteristic of the metal and machinery industries—for example, in filing and burring and core making—women frequently are engaged. As with other occupations discussed, the size and weight of articles to be handled determine whether or not women can do these types of work satisfactorily.

Burring and Filing.

These operations sometimes are reported with other bench work. But "bench work" may be the operation of a small machine mounted on a bench, or assembly, or inspection, or the sorting of parts. In

general, bench work involves work on small articles and often may be done while seated.

A favorite introductory job for women in aircraft-assembly plants inspected by the Women's Bureau is burring and filing in the machine-shop and metal-fabrication departments. Rough edges, small projections, and irregularities are removed from machined parts, fittings, castings, and sheet-metal parts with emery cloths, burring tools, and files, the work sometimes being to close dimensions along prescribed lines. Larger burrs or surplus metal are machined off on lathes and stationary grinders and the insides of holes are cleaned with burring attachments on drill presses. Many women do bench burring and filing and as an entry job it affords them training and experience in the use of hand tools and clamps, scribing, and the handling of metals and sometimes of templates and machines.

The Women's Bureau survey in small-arms plants found more women doing this type of work than any other with the exception of machine operating and inspection. Machine operators quite frequently burr and file parts that they machine. But in addition there are many full-time filers, burrers, precision filers, and polishers. About 16 percent of the burrers, filers, and polishers in the plants with detailed information were women, and in one instance the proportion was 30 percent. Women generally worked on the smaller parts, using files, scrapers, portable burring machines, high-speed lathes, belt sanders, disk grinders, and emery cloth. In all the plants there still were a great number of men working on small parts, as filing of gun parts has been considered precision work requiring considerable skill. But women had demonstrated their ability to pick up the techniques involved and more and more were being placed on precision filing and work on heavier parts.

In cannon manufacture as well there is a great deal of filing, burring, and polishing of parts. While women worked chiefly on small parts some were on heavier articles. Most of this work was done at benches with the worker seated, but some on large pieces was done standing.

In one of the aircraft-engine plants visited about 75 percent of the burring in the machine shop and subassembly departments was done by women.

During the First World War, 11 of the 278 metal-working plants studied by the Women's Bureau had replaced men with women on filing. Of 10 firms reporting, 7 stated that women did as much or more work than men. However, only 3 had retained women in 1919.

Coremaking.

Coremaking is done entirely in foundries. The core, around which the molten metal flows at pouring time, forms the interior opening or hole in a hollow casting. The core is made separately from the mold that shapes the outside of the casting. Most cores are made of a special type of sand, sometimes reenforced by wire or rods, and baked. Each sand core is used only once and is broken up to free the casting.

Women were doing this work at least as early as 1907 and 1908. The description of women's work given at that time shows that the process has changed very little.

> The women, standing or sitting at long tables on which each had a space about 3 feet square, filled the core boxes with the sand mixture, tamped it down to the proper density, removed the core box, and carried the cores to the

> oven. They were never employed upon heavy or intricate work, this being done by men.
>
> In spite of this fact the work done by women is distinctly skilled. For a week or so after learners begin, at least 90 percent of their work is spoiled. Within two weeks, however, they can learn to make the simplest forms well, and within three or four months they can do ordinary work; but it takes at least a year for the average woman to learn to make well all the varieties of cores which may fall to her department. Removing the core boxes without breaking the angles or corners of the more intricate cores is an operation which requires both natural dexterity and experience. * * *
>
> * * * The making of each core is a bit of constructive work calling for much more than the mere repetition of mechanical movements. Usually a woman is called on to make several different kinds of cores during a day, which also tends to keep the work from becoming mechanical (25).

In 1917–18 some plants employed women as coremakers for the first time, while in others where they had worked on light and simple cores for 15 or more years they were employed on more intricate and heavier work. Two-thirds of the firms reporting retained women on this occupation after the war.

A series of biennial reports by the Bureau of Labor Statistics on wages and hours in foundries and machine shops from 1923 to 1931 showed that women ranged from 7 to 10 percent of all coremakers covered. However, since only about 1 plant in 10 had any women coremakers, their proportions where employed must have been considerably larger. One of the important considerations is the size and weight of the core and core box, determined by the size of the casting to be made (26).

Of 13 foundries visited by the Women's Bureau in 1943, at least 11 employed or had employed women on coremaking or other coreroom work. One plant used a process that did not require the conventional core. Where especially noted, women usually made small cores only. In one the small parts required very delicate work, such as women are best suited to do.

PART II. PROBABLE OPPORTUNITIES FOR THE EMPLOYMENT OF WOMEN

The first section of this report has discussed certain industrial processes that women's special aptitudes particularly fit them to perform in industry—namely, assembling, inspecting, wrapping and packing, and the operating of certain machines.

These operations have been examined primarily in relation to their performance by women in war manufacturing, as for example in metal-products and electrical industries, and in the manufacture of aircraft, ships, and munitions.

Some of these industries—munitions for example—no longer will feature largely in the country's economy after the war. Others probably are due for considerable cuts. The indications are that shipbuilding, an industry requiring many heavy and difficult operations, will employ only very minor proportions of the enormous groups of women it has engaged during the war, and the manufacture of aircraft may be considerably reduced from the peak of its output and employment.

But there are other industries that will enjoy an increased, or at least a very large, peacetime demand. Many of these have production processes similar to those discussed here, which were performed by women in large numbers before the war and to a very greatly increased extent during the war.

A wide variety of electrical appliances will continue to be in increasing demand, and many of the small metal products on which women have worked are necessary for daily use of the people. Interchangeable small parts as well as accessories will be needed, probably on an extensive scale, for postwar automobiles, and such aircraft as will continue in production. Evidence points toward the increased use of measuring instruments of various types on which women have been widely employed in the developing programs of industrial discovery, scientific advance, and improved household and transportation devices.

The outlets for the skills women have developed in assembling, inspecting, machine operating, electrical manufacture, will be in the industries of coming demand. This section of the report, therefore, will consider some of the evidences of such demand for certain products in the fields of electrical devices, small metal products, automobile and aircraft accessories, plastic parts, and so forth. Of course the need for women's work will continue to a large extent in other industries that long have employed them, as for example in the textile, clothing, and shoe industries.

Shifts From One Skill to Another.

Any discussion of future employment must take into consideration possible shifts from the use of one material to another or from the

use of one method to another. But when this occurs and demands for old skills decline, new skills, often of an allied type, are called for. This point might be illustrated by changes in ways of preserving food, brought on to a considerable extent by war conditions. With the shortage of metal there has been an increased use of glass containers in place of tin cans in commercial canning. The glass industry estimated a production of about 92 million gross of glass containers in 1943 compared with 76 million gross in 1939. Some of these, of course, represented the greatly accelerated use of containers at home to preserve victory garden products.

Even more significant for the postwar period may be the development of the quick-freezing processes, which had increased 35 percent in employment in the 2 years from 1937 to 1939. This growth may mean that the peacetime demand for tin cans will not return to its prewar level, and the wartime demands for glass containers also may decline. But with change of method, and decline of one type of need, new products are required along some other line, as food must be provided and cared for.

The changed method requires a different container, a cardboard carton instead of a tin or glass can. An extension of the freezing method and a newer development is the use of frozen-food lockers in homes. These have been in use on farms for some time, and just before the war in many city homes as well. Models of such freezers about the size of a gas stove have been shown lately, although manufacture will have to await the fortunes of war. These freezers usually would supplement rather than replace the regular home refrigerator and thus if their production means decline in the use of tin cans it offers good prospect of new jobs to workers in the electrical equipment field, as well as to those making the cabinet containers.

Another development in food preserving is dehydration, used largely as a means of saving shipping space. Unless the dried product can be made as palatable and attractive as either canned or frozen foods, this method may not present much competition after the war.

Change to New Products, and Continuance of Demand.

A critical factor in postwar employment is the time element. How long will accumulated demands provide jobs? How soon will these jobs be available? As to the first point, the pent-up demand for motor vehicles and accessories, for example, represents several years' work at the 1939 level. Demand for certain electrical equipment represents only about a year's work. For many items no long-time estimate can be made.

Surveys of consumer demands have on the whole been realistic, recording not all who wish for a certain article, but only those who feel that they will be able to finance the purchase. For many families jobs must come first before plans can be made for large-scale purchases. This emphasizes the importance of the second point. Reconversion must come promptly to build up more purchasing power for those who do not now see their way much beyond the present.

There are many young married couples who due to war conditions have not yet established a home as they would normally do on marriage. A special Census survey indicated that in March 1944 there were more than two and a half million women with husbands in the armed forces, nearly half of them under 25. The Census estimates that more than

a million and a half marriages took place in 1943. These families need homes and equipment for homes, but they must have jobs first of all.

Not only are there young couples starting out, but many families of all ages have low incomes. Census data for 1939, for families of 2 or more persons with no income but wage or salary and not living on farms, show that 31 percent (4.3 million families) had incomes of less than $1,000; and over two-fifths of these families had 4 or more members. These must feel more secure before they can plan for buying. Such a number of families with unfulfilled demands clearly argues that the development of a high level of employment and wages will further increase markets on all the home fronts. Jobs for all will mean jobs for women in the occupations they can do best. Building a million new homes means immediate work almost exclusively for men, but fitting and furnishing these homes mean many jobs for women.

THE ELECTRICAL INDUSTRY

In October 1939, there were about 100,000 women wage earners in the electrical-machinery-industry group, one-third of all its employees. By October 1943, Bureau of Labor Statistics estimates indicated 3½ times as many, some 350,000 women, or nearly half of the total wage earners. Many, perhaps, most, of the electrical items now being made for the Army or the Navy are quite similar to those that will be in demand for civilian use in the postwar period—radios, lamps, batteries, wire and cables, and so forth. The greatest reduction due to priorities probably has been in household equipment—electric ranges, vacuum cleaners, toasters, and various smaller electrical appliances in daily use. This fact indicates that there will be considerable demand for replacement of such articles now wearing out. Moreover, a great variety of new electrical products had been developed but not widely used before the war, and some of these will be much more generally employed after the war to advance health and convenience in homes, work places, and public centers.

Lamps and Tubes (27).

The making of light bulbs and of radio and other tubes involves many of the same basic processes, including assembly of very delicate parts and inspection and testing. In 1939, women composed more than three-fourths of all wage earners making electric lamps. A study by the Women's Bureau in 1929 showed that about 83 percent of the workers on radio tubes were women in contrast to 46 percent on receiving sets (28).

There is sure to be a postwar demand for replacement and improvement of existing light fixtures in many homes, besides the considerable home building expected after the war that will call for new lighting equipment. An expert in this field estimates that an average of 10 fixtures will be required for each new home, not counting several portable lamps. It has been suggested that workers who have become accustomed to good lighting in modern war plants will not be content in peacetime with ill-lighted homes.

Farms too, in recent years, have seen a considerable extension in use of electricity, greatly accelerated by the Rural Electrification Admin-

istration. In the report of that agency for 1941 it was stated that the proportion of farms with electricity had increased from 11 percent in 1934 to 35 percent in 1941. But even in 1940 more than 7 million homes still were lighted with kerosene or gasoline—the great majority of these in rural areas—and this indicates a wide field for growth in the use of electric lamps in farm homes (29).

The great need for improved street and highway lighting has been emphasized in the war period by the blackouts and dimouts with their accompanying increase in accidents and crime. Even in peacetime over 60 percent of all traffic accidents occur after dark, when only one-third of the traffic is moving. The city of Detroit, by installing modern street lighting on certain main thoroughfares, reduced dusk-to-dawn fatalities on those streets by more than 83 percent. The National Safety Council points out that "most urban streets have the same type of street lighting that existed many years ago. Such systems are wholly inadequate * * * from a safety standpoint" (30).

The war also has increased the attention paid to good lighting in industrial plants, now more generally recognized as essential for speed, accuracy, and safety in production. For example, a large machine plant recently listing the gains made with the installation of improved lighting, stated that there was a 25-percent reduction in scrapped pieces, a 5-percent increase in production per man-hour, and a 50-percent reduction in accidents.

The Illuminating Engineering Society lists primarily for industrial plants the following advantages of good lighting (31):

1. Greater accuracy of workmanship, resulting in an improved quality of product with less spoilage and rework.
2. Increased production and decreased costs.
3. Better utilization of floor space.
4. More easily maintained cleanliness and neatness in the plant.
5. Greater ease of seeing, especially among older, experienced employees, thus making them more efficient.
6. Less eyestrain among employees.
7. Improved morale among employees, resulting in decreased labor turn-over.
8. Fewer accidents.

It is probable that most of the larger plants on war production, especially those that have been newly built, are well lighted. But a new market among small manufacturers who during the war period have had too low a priority rating to buy new equipment probably will be opened in the future. Comparatively few of some 130 war plants studied by the Women's Bureau in one large industrial State in 1942 were reported as having inadequate lighting, but a prewar study of industries in another State showed lighting to be haphazard in many plants, in some instances both good and wretchedly bad in the same plant. Though undoubtedly there has been improvement, there are many cases where further advance is needed.

Other electrical equipment has important health uses and is likely to find an increased demand in the postwar market. Infra-red lamps producing heat, and ultra-violet or "sunlight" lamps, are accepted generally for therapeutic purposes. Their use expanded 10-fold in the decade before the war and there is every likelihood that when they again become available on a large scale their production and sale will increase enormously. Most ultra-violet lamps require a transformer and are of the floor type, but one had been developed that could be screwed into any 120-volt socket, making its use in homes of the utmost

convenience. It is not now available but will be again after the war. A sun lamp for use in industry is designed to expose large numbers of workers at once to the ultra-violet rays (32).

About 5 years ago a germicidal lamp was developed that uses ultra-violet rays. Such lamps have been installed in many hospitals, and their use is being extended to surgical and dental offices, schools, business offices, and factories. Many more establishments eventually will use such equipment to maintain public health and to free workers, patients, and children from colds and more serious diseases. It may in time find a wide-spread use in individual homes as well.

Such sterilizing lamps also have many other factory uses to protect customers as well as employees. For example, a soft-drink plant employs this equipment at every stage from preparation of the syrup to washing, filling, and capping its bottles. A plant selling safety shoes to workers sterilizes those that have been tried on. Ultra-violet lamps are used to destroy bacteria in the air as it is drawn into the air-condition ducts. Another use for ultra-violet rays is in their action on light-sensitive films and papers, as in photostat machines and in printing of movie films.

Infra-red lamps are being used extensively to produce heat for industrial purposes, and drying processes are considerably hastened as a result. A company that had to finish in a very short time 5½ million buckles for war products found the bottleneck was in drying the lacquer on the buckles. The process required an hour to dry a batch and necessitated that they be shaken in the trays every 15 minutes. A simple installation of eight 260-watt infra-red-ray lamps with suitable reflectors enabled 1,500 buckles to be dried satisfactorily in 2 minutes. No more space was needed. Electric heating is a great improvement on old methods of dehydrating food, since it makes it possible to remove more moisture and thus insure a product that stores well in the tropics.

There have been many shifts from filament to fluorescent lights, which produce a bright, glareless light admirably suited for precision work. Fluorescent lamps were introduced in 1938 and their use has grown very rapidly. Sales of the tubes increased from 7.1 million in 1940 to 24 million in 1941 and 33.6 million in 1942. A tiny fluorescent lamp no larger than a marble could, it is estimated, burn for 6 months with about one cent's worth of electricity. Such a lamp could be used where constant light is necessary, as to mark a stairstep, for example, or a keyhole. The fluorescent in the immediate future may provide less employment than the filament lamp, because the latter still will be necessary in large quantities for uses to which the new type is not well adapted. Fluorescent lamps, though considerably longer lived than the filament lamps and giving off a much smaller amount of heat, are more expensive, and as they perform best when not turned on and off frequently, thus far they are less well adapted for home use than the filament type (33).

Electron tubes, the making of which involves processes similar to those in making light bulbs, are essential to the radio. They also have a variety of other uses, some well established and sure to be in increasing demand, others newly developed and likely to grow into much wider use.

The first such tube was made in 1907, an evacuated glass bulb containing three simple elements, a cathode or metal filament, an anode

or plate, and a small metal screen or grid. This tube is essentially a valve, and can be incorporated in an electric circuit to control or change current in many ways. It can act as a switch or be used as a measuring device. A year ago there were 750 different types in use, all variations on the same principle. The following examples indicate the wide variety of uses to which these tubes are put.

A vacuum-tube oscillator connected to a quartz crystal is used to produce smoother food products by emulsification, as homogenized milk. This is done by supersonic or sound waves of such high frequency that they are inaudible to most human beings. They accelerate chemical reactions and transform crystal structures. They may be used to treat seeds to stimulate growth, and for various other purposes in food and chemical industries.

Through use of electronic tubes in spray painting of irregular objects, the objects and the particles of paint are charged in such a way that the paint is deposited uniformly on all surfaces, doing a better and a quicker job at a lower cost. This is done by producing the same type of electrostatic charges that make people jump when they touch metal after walking across a rug on a dry, cold day. A sharper, faster-cutting sandpaper is produced by this method, with every particle of the abrasive material alined with the sharpest points upward. Another application of electrostatic fields includes smoke precipitators for chimneys and air cleaners to remove dusts, pollen, or other foreign particles.

Many electronic tubes are used as the basis of a control device. The well-known "electric eye" that opens a door has other uses. It can measure the vitamin content in a liquid, turn on lights in school or factory when needed, or regulate the heat in industrial furnaces by reaction to the color of the flames. Such tubes are incorporated in the newer machine tools to hold the speed constant regardless of the load. These and a multitude of other things are done at high speed and with great efficiency.

Radio Sets.

An enormous postwar demand for radios is almost certain. Many existing sets have deteriorated, if not worn out completely, during the years in which consumers could not buy freely. A United States Chamber of Commere report in the fall of 1943 indicated that over 2½ million families hoped to buy radios immediately after the war. Moreover, nearly 6 million housing units were without radios in 1940 (34). Nearly three-fourths of these were rural homes, many no doubt without electricity. This indicates a considerable new market for radios, whether battery-operated or obtained after electricity has been installed. In 1939 more than 1⅓ million battery sets were made. In that year also there was a great increase in demand for portable sets, which came about through development of small, light batteries; one portable introduced that year weighed less than four pounds. A combined battery and plug-in device made some of these sets more useful, and would appeal to farmers anticipating the extension of electric lines.

There undoubtedly will be demand for radios adapted to the reception of the newer frequency-modulation broadcasting, which is said virtually to eliminate static and is known to the trade as FM. In the fall of 1941 there were 120,000 FM sets in use, compared to 15,000

in January of that year. In February 1943 there were 47 stations built or building for such broadcasting (35). A wide market for this development will be in schools and colleges, where the use of radios is growing constantly. It was reported in March 1944 that more than 100 school systems, colleges, and universities had taken first steps toward obtaining their own FM broadcasting systems as a means of furthering education (36).

Considerable attention has been given of late to the use of radio communication as a safety feature on trains, connecting engine and caboose, one train with another, or trains with stations. Some experimental installations have already been made (37). The "walkie-talkie", a military development, probably will find many peacetime uses, especially by police and fire departments; also perhaps by plant executives, construction gangs, forest rangers, and ranchmen. A two-way radio system weighing little more than 5 pounds, stated to be as easily operated as a telephone, already has been advertised (38).

Other Electrical Appliances (39).

The Chamber of Commerce report referred to on page — indicated an immediate postwar demand for more than 1.5 million electric irons, 1.4 million vacuum cleaners, and not far from 1.1 million electric kitchen mixers. The number last named about equals that of vacuum cleaners and that of the group mixers, whippers, and juicers produced in 1939.

The extent to which household equipment is being reconditioned in the present emergency is illustrated by the experience of an electrical company in a middle-western city. In making a canvass of residential customers for one month, the company restored 137 electric appliances to use; took 89 to the dealer for repair; sent 50 to the factory for repair; recommended that 196 be sent to the dealer for restoration; and made 124 minor repairs in the home.

The demand undoubtedly will increase greatly for certain types of equipment that were introduced prior to the war but had not come into widespread use. For example, in 1937 there was developed a new window-mounted room cooler, which could be installed easily and quickly and was remarkably silent. These would be useful in homes, small offices, hospital rooms, and elsewhere, and could be moved from one room to another. In 1939 some 28,000 air-conditioning units were produced, described as portable and self-contained. There also was introduced in 1937 an electrically heated bed cover that consumed on an average about as much electric energy as a 100-watt household lamp.

Since women can be employed more easily on small articles than large, the statement that electric motors are getting smaller and more powerful is of interest. A 3-horsepower motor has been developed that weighs only 7 pounds. Formerly the standard 3-horsepower motor weighed 105 pounds. A recently developed 30-horsepower motor is 5 inches in diameter, 13 inches long, and weighs 57 pounds. The Census of Manufactures shows a great increase in the number of fractional-horsepower motors produced, about 11¼ million in 1939 compared with not quite 5 million in 1929.

There is a long list of miscellaneous electrical products, often small, often with a wide variety of uses, on which women well might

be employed, especially as assemblers and inspectors. Among them may be listed the following:

Batteries
Bells
Burglar alarms
Buzzers
Circuit breakers
Coffee makers
Curling irons
Fans
Fuses
Insulators
Lightning arresters
Meters
Microphones
Panel boards
Plugs
Relays
Sockets
Spark plugs
Switches
Switch boxes
Telephone and telegraph apparatus
Toasters
Transformers
Waffle irons

PROFESSIONAL AND SCIENTIFIC INSTRUMENTS

A great variety of articles for many different purposes are included in the general term "instruments." Among the most common and best known are thermometers and barometers, cameras, compasses, surgical implements, dental chairs, and sterilizers. Many new navigation instruments have come into use in airplanes and have been improved rapidly under pressure of war demand. All these items will continue to be in considerable demand in the postwar period. In the fall of 1943 women constituted 43 percent of all wage earners making professional and scientific instruments and fire-control equipment.

Gages, micrometers, and the like are a type of instrument used to insure greater precision in manufacture. The frequent inspection of parts at all stages of processing has become a commonplace in war industries. (See discussion of inspection.) Measuring instruments have been developed in great diversity, some designed for use by workers with little experience. For example, an electric check-gage indicates undersize by a red light and oversize by green, while an amber light shows the measurement to be within accepted limits. It is described as quickly and easily set for extremely accurate work. Women have done very valuable work in the use of many of these instruments for inspecting products, and in the careful inspection of the master gages themselves. With the growing emphasis on precision, which is especially necessary if parts are to be interchangeable, there is likely to be permanently a growing market for all types of measuring devices to be used in metal-products plants (40).

The use of instruments for automatic control has become an integral part of manufacturing, especially in continuous-process industries such as chemicals or paper making. Examples of the variables to be measured and held within certain limits are temperature, pressure, flow rate, amount, speed, electrical qualities, humidity, viscosity, color, and opacity. A familiar control instrument is the thermostat, which kept houses at a temperature of 65 degrees last winter.

In the textile industry, for example, one of the most important fields for electronic instruments is in the measurement and control of moisture. Satisfactory processing depends on the right amount of humidity in the air and this varies with the type of fiber being used. The principle of the phototube has been applied to the spectrophotometer, which can distinguish two million shades of color accurately and record them automatically on a graph. An electronic relay recently developed stops all motion in a machine the instant a thread breaks. Control of temperature in drying of fabrics is important,

since if it is too low time is lost, if too high the goods will be harsh and have lost its luster.

Some instruments have moved from the laboratory into the factory. Many types of civilian motor vehicles have received their test through a trial run, but military requirements are more exacting and there is no time for a run-in. Instead, tank transmissions, for example, are given a noise test, long a laboratory test but now standard in the factory through the use of recording instruments. Noise is an index of the fit and assembly of gears and bearings. Another important move from laboratory to factory is the use of an instrument for continuous control of arc welding. By checking current consumption an experienced man can detect anything wrong with the weld.

Many instruments, often very intricate ones, are in constant use in research laboratories. While this is a limited field, it may well be a growing one.

SMALL METAL PRODUCTS

There is a long list of small metal articles in daily use, the demand for which grows with the population. Included are many household utensils, tools, and all the miscellany that fills the shelves of the hardware store. Due to restrictions on use of metals, many of these are not being made in normal numbers. A recent survey by the War Production Board's Office of Civilian Requirements indicates a shortage of many of these everyday necessities. If not more than 30 percent of the demand could be met, the shortage was considered severe (41).

Kitchen Utensils.

A severe shortage is reported of a large variety of kitchen utensils that may be made of aluminum, of vitreous enameled ware, of tin, or of other stamped and pressed metal. In 1939 about a fourth of the wage earners in these industry groups combined were women.

Prewar studies in aluminum and enamel-ware plants showed large numbers of women at work there, and the replacements now needed are almost certain to employ at least as many women as formerly, probably many more. The Women's Bureau visited several plants and found that women constituted nearly 28 percent of all employed in 1935 in making aluminum ware. Women were assembling and riveting, operating punch, blanking, and forming presses, and large numbers were wrappers and packers. More than a third of all workers were women as were more than half the inspectors and sorters and the wrappers and packers, in a special study of the enameled-utensil industry made by the Bureau of Labor Statistics in 1940 (42). Women also outnumbered men as enamel beaders and dippers.

Among the items now greatly needed are tea kettles, flour sifters, dust pans, cans for gasoline or kerosene, garbage cans, and washboilers and tubs. There is also a shortage, less severe, of coffee pots, double boilers, frying pans, covered kettles, saucepans, strainers, lunch boxes, baking pans, and pails and buckets.

The demand for canned foods, put up usually in tin, grew enormously in the decade before the war. From 1930 to 1940 the total population increased by about 7 percent, but the total production of

canned fruits, vegetables, and fish increased by 37 percent, and of all types of tin cans, including those for beer and lubricating oil, by 65 percent. In 1939 women were 28 percent of all workers in the making of tin cans and so forth. The need of foods for the armed forces has greatly accelerated the growth of this industry. It is estimated that the 1944 vegetable pack, exclusive of soup and baked beans, will be about 40 percent above 1939, the fruit pack about 18 percent above; or combining the two, an increase of approximately 35 percent. The shortage of tin due to its requirement for making other war supplies has caused a switch to glass, at least for much civilian goods, but there are many uses for which glass is not suitable. Availability of more tin after the war may increase the making of such containers above the prewar level. On the other hand, the development of the quick-freezing process, with home equipment, may lessen the demand for tin cans. If it does, it will increase the market for other types of containers and will add to the employment in electrical equipment for the making of the home units.

Needles and Pins.

At present, demands are not filled for snap fasteners, metal hairpins, and straight and safety pins, since the making of these small necessities has been somewhat disrupted by priorities. Many new applications may well have been developed for slide fasteners during their extensive use in war equipment.

This industry, which includes slide and snap fasteners and hooks and eyes, though small, has grown quite steadily, especially with the introduction of substitutes for buttons and buttonholes. From 1929 to 1939, employment of wage earners rose by more than 65 percent to an average of 10,403, about half of them women. The relatively new slide fastener, not reported separately in 1929, accounted for nearly half the value of the industry 10 years later. Production of metal hairpins had more than doubled, with the bobby type of pin accounting for more than a third of the total in 1939. Production of hooks and eyes had nearly doubled and that of safety pins had increased by one-half.

Miscellaneous Hardware.

Included in this group are locks and hinges, and all the other small metal parts (aside from nails and bolts and screws) that are used in buildings, in furniture, in luggage and harness, in motor vehicles, and in planes and ships. In 1939 nearly a fourth of the wage earners in such plants were women, and about two-thirds of the value of the product was for building and motor-vehicle hardware. An expanding program of home building and resumption of passenger-automobile production will call for an immediate increase in such small items.

Other Small Metal Products.

A severe shortage has been reported in a long list of other household needs requiring metal—safety razors, flashlights, pliers and wrenches, metal pot scourers, alarm clocks, carpet sweepers, tire pumps, and window screening. Not more than 60 percent of the demand could be met for egg beaters, spatulas, stirring spoons, portable lamps, household thermometers, mouse traps, and insect sprayers. Most of

such manufacture involves the handling of small parts. Taken all together, women are employed extensively on these products, and many of them are articles for which continuing need may be expected. The numbers of workers are not reported separately for each industry, but women were 48 percent of the wage earners making clocks and watches and 26 percent of those making lighting fixtures (not including bulbs).

TRANSPORTATION EQUIPMENT—AUTOMOBILES AND AIRCRAFT

Before the war, over 31,000 women were in transportation-equipment factories. Most of them worked on smaller parts and accessories, chiefly for automobiles.

Automobiles.

A great number of parts and accessories go into the finished automobile. These include the chassis, wheels, springs, axles, and so on; small items such as gears, bearings, locks, and other hardware; accessories—the lighting system, instruments for the panel board, carburetors, spark plugs, and so forth. Many more women are employed in the making of these things than in the plants that finally assemble the motor vehicle. A study by the Bureau of Labor Statistics in 1940 showed that even at that time women comprised nearly a fifth of all employees in the parts division. Forty-two percent of them were assemblers, chiefly of small parts, 18 percent were machine-tool or punch-press operators, 17 percent were inspectors. The proportion women constituted of total employees was greatest in factories producing the following:

	Percent women
Instruments	44.0
Carburetors	34.0
Coil (wire) springs	32.4
Automobile-body hardware	34.4
Automobile electrical equipment	31.5
Automotive stampings	23.7
Bearings	21.0

Production of passenger automobiles for civilian use stopped February 10, 1942. Since then the deterioration of cars, and their actual dissolution, has been enormous and presages a very large market for cars and parts as soon as production for civilians can be resumed. The United States Chamber of Commerce in its third progress report of a survey of probable consumer purchases after the war found more than 17 million persons hoping to buy automobiles and appliances. Seventeen million automobiles would mean almost 5 years' work at the 1939 rate of production of all motor vehicles. It is evident that many must content themselves at first with parts and repairs to keep the present cars running, and many probably have this type of purchase in mind. This development would be especially favorable to women's employment.

From two to two and one-half million cars were scrapped entirely in the two years 1942–43. There remain an estimated 24½ million cars in use by private owners and about a million used cars are in dealers' hands or in storage. Five-sixths of the cars now in use are 3 years old or more, and over half will have seen more than 7 years

of service by the end of 1944. Moreover, it is estimated that one customer in every six in need of repair work that involves parts replacement is refused either permanently or temporarily because the required parts are not available. These data reinforce the prediction that enormous numbers of parts for replacement as well as for new cars will be needed as soon as available (43). Of course, in the estimates of need for these products consideration must be given to buying power and this again goes back to the points already discussed. A rapid conversion to peacetime production, and the building of high employment levels, will be needed to assure the availability of cars and the ready market for them, and hence employment in parts manufacture.

Aircraft (44).

It is evident that airplane construction after the war must be far below the total numbers of military craft now being turned out, many to replace those that have been destroyed. From Pearl Harbor to June 1944, 171,257 planes have been produced, and they are being turned out at the rate of over 9,000 a month, or 108,000 a year (45). The number of military planes existing at the end of the war, the number of these that will be needed in the postwar military set-up, and the way in which the others may be utilized, all are unknown factors that will affect the picture. Conflicting prophecies continually are being made. The basis of long-time experience existing in the automobile field does not apply in aircraft. However, it is safe to say that postwar uses are likely to include some military needs and considerable extensions over the prewar status in passenger travel, carrying of mail and express, and private ownership.

The work of women in certain occupations in aircraft plants has been described in the first section of this report. Their employment during the defense and war programs has grown very rapidly as one employer after another has found how well suited they are to certain types of work on fine plane parts. When the Women's Bureau first visited 7 major assembly plants, in early 1941, 3 had no women and in the others only a fraction of 1 percent of the employees were women. Less than a year later, when visits were made to 26 plants, women constituted about 4 percent of the factory force, with 3 plants still employing no women. The plant with the largest proportion had about 15 percent women among its factory workers.

A study of aircraft-parts plants made by the Bureau of Labor Statistics in late 1942 showed women to be not far from a fifth of all first-shift workers. Of these women about 19 percent were assemblers, 16 percent were inspectors and testers, and at least 12 percent were operators of machine tools and punch presses. About a year later, estimates by the same agency indicated that women were 32 percent of all workers in aircraft-engine plants and 38 percent of all in plants making airplanes and other parts.

The use of planes for carrying passengers, mail, and express undoubtedly will increase. If rates can be reduced, this service will be in great demand. At the beginning of the war the bulk of domestic airline business was being carried in 361 planes, and Pan American Airways had only 141 planes to cover the Atlantic, the Pacific, and South America. Domestic routes now operating cover a total of about

46,000 miles, transoceanic routes 85,000. In 1941, the last year for which totals could be published, American lines carried 4 million passengers, compared with half a million 10 years before. However, even now, plans for expansion are under way. By November 1943 the Civil Aeronautics Board had on file applications for new routes totaling 560,000 miles (46), some 27 times the distance from New York to Melbourne and return. Considerably more than half of this mileage is for transoceanic routes. There is also talk of a chain of 6,000 national airports, compared with 3,000 about a year ago. An important means of extending the usefulness of civil airlines is through development of feeder lines, with a pick-up type of service for mail and express, and for smaller places landing strips for passenger service instead of large expensive airports. There are some 8,000 cities and towns in the United States with populations of more than 1,000, a size that one company considers it feasible to furnish with air transportation.

The extent to which private flying will furnish a market is extremely problematical. In 1941, 24,000 private planes were registered, 17,000 in the $2,000 light plane class, carrying the pilot and one passenger. About 80 percent were strictly for private flying or instructional flying. The average period of ownership was less than 4 years. More than half of those who in the past bought planes or took training abandoned flying shortly, chiefly because of the high cost of the plane and its maintenance, inaccessibility of airports, and limited usefulness of the plane due to weather conditions. Total annual cost of operation has amounted to from 40 to 60 percent of the price of the plane. A large proportion of the cost, including such items as insurance and hangar rent, had no connection with the extent of use. New developments are very likely to solve these difficulties, some of them similar to those encountered in early stages of the use of automobiles, which later went into mass production on so vast a scale. Hence plans are being made for manufacture of private aircraft. One firm contemplates producing 5,000 2-place planes a year, to cost $1,000 each. Another plans 5,000 4-place planes at between $2,500 and $3,500. A third is considering the making of 5,000 2- and 4-place planes at $1,200 and $3,000.

A specialist in the field of rotary-wing aircraft feels that great harm has been done to future prospects of the helicopter by too much and too extravagant publicity. He states that it has far to go before it reaches anything like perfection. This type of plane could have a greatly extended use in the Coast Guard Service for shore patrol, in agriculture for spraying purposes and for spotting insect infestation, and in the Forestry Service for detecting fires and placing personnel and equipment for fire fighting. Helicopters for the use of the Army were being produced on a new assembly line in the East in the summer of 1944, and experimental models of two improved models had been built. They already have been in service to evacuate wounded men from points inaccessible by other means of transportation. Another 2-place military model is to be produced in quantity in Michigan. A corporation was formed in June 1944 to manufacture a new type of helicopter to carry two passengers and baggage at a cruising speed of 100 miles an hour; 10-passenger and 20-passenger models also have been produced.

FABRICATED PLASTIC PRODUCTS

Plastics are being substituted for metal in many cases. They are used most extensively as small parts of larger units. Their insulating qualities make certain of these materials especially useful in electrical equipment for aircraft, ships, and motor vehicles. The Signal Corps depends on them for antennae, hand generators, dynamotors, batteries, microphones, head sets, telephone units, and many other items. Many articles for use by soldiers and sailors are made wholly or partly of plastics—bugles, whistles, buttons, bayonet scabbards, canteens, razors, shaving brushes, toothbrushes, and other toilet articles. Other useful applications have been in first-aid kits, goggles, and flashlights. All told, the war has greatly increased their use, since often they have been introduced to save critical metals and have been proved by exacting tests to be equal to, and in some cases superior to, the metal replaced (47).

Some of the occupations found to be so well suited to women are required on plastics as on metals—machine operation, assembly, and inspection—and it well may be that a relatively new industry such as this, which has extended its field of usefulness so rapidly, will be more open-minded toward employment of women than are the older metal trades. In 1939 more than a fourth of the wage earners making fabricated plastic products were women.

A survey of women's work in the industry was made by the magazine *Modern Plastics* and reported in the issue of January 1943. Women were found performing successfully many processes, described as follows:

Finishing—Women run drill presses, grinders, lathes, sanders, tapping machines, automatic machines, multiple-spindle drill presses, buffers, paint sprays, hand tools, files, chisels, scrapers, reamers, flexible-shaft machinery.

Inspection—Women operate thread gages, plug gages, ring gages, snap gages, multiple gages, dial gages.

Toolroom—Women run polishing machines, shapers, lathes, grinders, drill presses, and do hand operations on the molds.

Press room—Women run light hand-molding presses; single-ram presses from 3- to 15-inch; double-ram presses from 6- to 8-inch; assemble and disassemble wedges; do preinspection and floor inspection; hi-spot testing.

Drafting room—Women do ordinary drafting-room work.

Laboratory—Women chemists do the same sort of work that men do.

Designing—Women artists do plastics designing.

One plastics mold maker has been extremely successful in using women in the toolroom. These women work on all types of mold operations, including cutting, grinding, polishing, and all the various steps of tooling molds. The company has an extensive training program for women, especially designed to fit toolroom work as distinguished from a general training program applicable to the entire industry.

Plastics include a great variety of substances made according to various chemical formulas. A review of the industry early in 1942 indicated that since 1918 over 105 trade-named products and possibly 60 different types of compounds had been developed. Each type has many grades and degrees of hardness. If color and transparency also are considered there is an almost unlimited list of materials from which to select. No doubt more types have been developed since that review. Whenever these materials are to be used for a new purpose,

extensive tests are made to select the one most suitable. Often a new compound is worked out in the laboratory to meet the situation.

These materials, like the different types of synthetic rubber (classed by the Census in the plastics-industry group), have both their virtues and their defects. The materials must be applied so as to make best use of the virtues, which include light weight, color, durability especially as compared with glass or porcelain ware, high insulating qualities, and in some types transparency. When a plastic replaces metal the process necessarily is changed and often simplified. For example, a gun-barrel sighter made of five pieces of brass and involving two soldering operations was first exactly copied in plastics, but later it was redesigned to be made in two pieces, greatly speeding production and saving materials.

Out of all these war uses much knowledge will have been secured as to the most practical application of the various materials. Where plastics have proved superior to metals or with equal performance have proved less expensive, their use will be continued and expanded.

The many peacetime uses of plastics that had begun to develop before the war undoubtedly will be increased and a great variety of new uses added. Plastic articles that already have been well received include many small items for use around the house, dishes for informal occasions, funnels, sink strainers, measuring spoons, apple corers, cheese graters, shoe and hat trees, and a long list of personal items, such as costume jewelry, cosmetic containers, cigarette cases, and the like. Plastics make excellent toys and are almost perfect for infants' toys. Well over a fifth of the buttons produced in 1939 were of plastics. Other plastic articles separately listed as manufactured in 1939 were electrical goods; housings (for cameras, scales, radios, and so forth); and closures for bottles, cans, and the like.

The use of plastic-blended plywoods in boats and small aircraft is well known. Many of the processes involved in the fabrication of plywood articles are the same as those in ordinary wood. The application of plastics as a waterproofing material takes it into the textile field. The making of articles by molding or casting is perhaps most closely akin to the metal trades.

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(26) U. S. Bureau of Labor Statistics. Wages and Hours in Foundries and Machine Shops, Buls. 362, 422, 471, 522, 570.

(27) For references in this section see Lighting and Lamps, Mar. and May 1944; Mill and Factory, Nov. 1942; National Safety News, Feb. 1943; and Scientific American, June 1938, Oct. and Nov. 1942, July 1943, and Mar. and Apr. 1944.

(28) Women's Bureau Bul. 83 (see 10), pp. 8, 15.

(29) U. S. Bureau of the Census. Housing, Vol. II, General Characteristics, Part 1, Table 8, p. 23. 1940.

(30) Safe Streets at Night in Wartime and Thereafter. July 1943. Distributed by Street and Highway Lighting Bureau, New York City.

(31) Illuminating Engineering Society. Recommended Practice of Industrial Lighting. New York, 1939, p. 7.

(32) Business Week, June 26, 1943, p. 98.

(33) See Factory Management and Maintenance, Feb. 1943, p. 128; Fortune, June 1943; and Manufacturers' Record, Nov. 1943, p. 42 ff.
(34) U. S. Bureau of the Census. Housing (see 29), Table 10, p. 38. See also Table 55, p. 96.
(35) Business Week (see 32), Nov. 22, 1941, p. 50, and Feb. 27, 1943, p. 64.
(36) Education for Victory. U. S. Office of Education. Mar. 3, 1944, p. 11.
(37) National Safety News (see in 27), May 1944, p. 18.
(38) Fortune (see in 33), May 1944, p. 34.
(39) See Domestic Commerce, June 1944: Scientific American (see in 27), Jan. and Mar. 1937 and June 1944; Modern Industry, Mar. 15, 1944; and Electrical West, Apr. 1944.
(40) See Business Week (see 32), Jan. 30, 1943; Scientific American (see in 27), Feb. 1944; Textile World, Oct. 1943 and Jan. 1944; and Mill and Factory (see in 27), Nov. 1943.
(41) Victory Bulletin. American Council on Public Affairs. July 6, 1944, p. 10.
(42) Monthly Labor Review (see 9), Mar. 1941, p. 694.
(43) See American Highway, Jan. 1944, and Automotive News, May 8, 1944.
(44) See Aviation (see 5), Aug. and Nov. 1943, and Feb., Mar., and June 1944.
(45) Victory Bulletin (see 41), June 15, 1944.
(46) Aero Digest (see 8), June 1944, p. 76 ff.
(47) See Modern Plastics, Feb.1942, Jan. 1943, and Apr. 1944.

○

Mrs. Ada Lee Howell
United Packinghouse Wkrs. of America
4½ North 19th Street
Birmingham 3, Alabama

Miss Margaret Karch
Bakery Workers
4½ North 19th Street
Birmingham 3, Alabama

Miss Louise Watkins
Textile Workers Union of America
501 Frank Nelson Building
Birmingham 3, Alabama

Mrs. Herman Ford
United Steelworkers of America
3rd Floor Steiner Bldg.
Birmingham 3, Alabama

Miss Frances Hunnicutt
United Steelworkers of America
3rd Floor Steiner Bldg.
Birmingham 3, Alabama

Miss Margaret Dean
United Steelworkers of America
304½ 19th Street, Ensley
Birmingham 8, Alabama

Miss Iva Watts
United Steelworkers of America
5305 Valley Road
Fairfield, Alabama

Mrs. Mary Fisher
Int. Union of Mine, Mill & Smelter Wkrs.
Box 411
Bessemer, Alabama

Mrs. R. H. Dodd
CIO War Relief Committee
1623 Comer Building
Birmingham 3, Alabama

Mrs. H. E. Walker
CIO Regional Office
717 Comer Building
Birmingham 3, Alabama

Mr. Carey Haigler Regional Dir.
CIO
717 Comer Bldg
Birmingham, Ala.

Miss Bagnall -

List of women workers
invited to conf. by Mr Chas.
Birmingham.

Perfect we will have
from the retail shops,
perhaps also from C.S.O

Miss Williams	Iron Workers Union	3-2746
Mary Ella McCombs	Plumbers Union	4-7291
Miss Sue Smith	Electricians Union	7-1247
Miss McKee	Teamsters Union	3-0195
Mrs. Parker	Building Trades	4-6102
Miss Ann McCaleb	Office Workers	4-3287 ← ASK her about Miss Hare
Miss Ruth Hare	Office Workers	
Mrs. Helen Bell	Retail Clerks	3-4454
Miss Dorothy Duncan	Shopmen's Local	4-2496
Miss Marie McCaleb	Machinists Union	7-2418
Mary Lily Johnson	Garment Workers	3-2482
Martha Stewart	Office Workers	4-2743 ← ASK her about Miss Hare

Mrs. Wertz - Ladies Auxiliary, Carpenters 3-3397
6 or more representatives.

Mrs. L. E. Meadows - Ladies Auxiliary, Bricklayers 6-2578
6 or more representatives.

Mrs. Naff - Women's Auxiliary, Typographical Union 3-4634
6 or more representatives.

Mr Kelm. Mr. Mitch

Miss Tibbles

This is draft of report on union conference (April 1/42) that was sent to Miss Miller.

Miss Beyer edited it as shown here. In final mimeographing perhaps a few more changes were made.

DSM.

SUPPLEMENTAL STATEMENT

The following statement was made May 11, 1943, by the War and Navy Departments, the Maritime Commission, the War Manpower Commission, the War Production Board and the Commerce and Labor Departments:

"A statement of 'Recommendations on Hours of Work for Maximum Production,' was issued by eight Government agencies in July, 1942. On the whole, these recommendations are as pertinent today as at the time of issuance, but the following supplementary comment is warranted in the light of present conditions.

"The continued policy of Government agencies dealing with production is to encourage that type of daily and weekly shift schedules which will secure the most effective utilization of materials and labor supply. Some plants have found that a better coordination of supervision and planning results from giving a majority of employees and supervisors the same day off each week. By allocating Sunday for repair, maintenance, and bottle-neck breaking, a more even flow of work was shown to be maintained throughout the week. In such plants production has not suffered since better attendance, better morale, and greater employee effectiveness have resulted from having regularly the customary day of rest. On the other hand many plants through experience have been able to secure more productive efficiency by operating the plant a full 7-day week and still affording a day of rest to workers through a variety of methods.

"Maximum production and maximum utilization of labor supply is the goal which the Government agencies are urging plants to achieve. The type of work schedule is secondary and one of the means to the end."

8-1162

Miss Miller June 1, 1945

Rachel F. Nyswander and May Bagwell

Report of Conference with Trade Union Women

The report is divided into three sections: the resolution, the recommendations and the information contributed by the delegates which has been treated by topics.

The report is longer than you expected. The third section - reporting on the discussion - has been written with the idea that several delegates asked if they would be getting the full minutes. Whether they read it all at once, or not, the delegates will want to refer to its detail as problems arise in their own unions, and they will want it to substantiate what they themselves have reported to their international presidents. Certainly the presidents will find all the information interesting. It is also believed that each delegate will have a personal pride in finding her remarks reported wherever she made a contribution to the discussion.

We would like to recommend that the report be mimeographed as quickly as possible, and sent with a covering letter to both delegates and international presidents. At the same time, the women selected for the continuing committee would be notified of their appointment to the committee (this has been delayed until these minutes were ready).

March 10, 1945.

Mr. Arthur Huggins, President,
International Brotherhood of Paper Makers, AFL
30 Sheridan Ave.,
Albany, New York.

My dear Mr. Huggins:

I am planning to call together a small group of key union women for a two-day conference on questions of importance to women workers during the war period and to work out plans for dealing with the adjustments which must necessarily come in the shift from war to peace. I feel that a joint conference of union women at this time will also be valuable in diffusing the knowledge of those union policies and programs especially affecting women which some international unions have adopted and put into effect.

Union women have recognised an area of common interest with women in other organizations and expressed the wish to work cooperatively with them on plans that will help to hold and extend the gains that have already been made. The basis for such cooperative effort was offered in the program, The Reconversion Blueprint for Women, which was adopted at a Women's Bureau conference of representatives of 30 national women's organizations and of the A. F. of L. and C. I. O.

I am writing to ask if you as the executive officer of your international union will nominate a woman leader to take part in the discussion at this conference and send us her name, title and address, at your earliest convenience. Expenses of the union women will be paid by the Women's Bureau, including railroad fare and a $6 per diem.

The date of the conference will coincide with the arrival of the four women representatives of trade unions of the United States who were sent to England and the four British women trade union representatives who are to visit America. This will make it possible for the conference group to hear the first reports of these women at a joint banquet which is being arranged by the Women's Bureau and Children's Bureau, and which will take place on the evening preceding the conference.

I would like to hear from you as soon as possible as to the name you wish to propose. We will write her directly, then, giving further details and the exact date of the conference.

Sincerely yours,

Frieda S. Miller,
Director.

FSM/MB/nb

This was handed out at the conference with trade union women.

This is not for distribution and only one copy is being sent you. It is considered confidential in that it is a preliminary summary.

The press release already sent you contains some data from this preliminary report.

Preliminary - Confidential

Women's Bureau, U. S. Department of Labor

Survey of Women in Labor Unions in A Midwest War Industry Area

Local unions covered in the survey

A. F. of L.	51
C. I. O.	30
Total ...	81

Number of union members represented
Total - 200,000 Women - 75,000

Number of plants organized in the 81 locals - 92

Location of unions - Illinois, Indiana and Wisconsin

Industries Covered

Aircraft and parts
Automobile and equipment
Boats
Canvas products
Electrical products
Iron and Steel
Machinery, other than electrical
Motorcyles
Nonferrous metal
Ordnance
Rope
Rubber-Products

Women's Membership in Unions Surveyed

Proportion of total membership

In 1/3 of locals - less than one-fourth
In 1/3 of locals - one-fourth to one-half
In 1/3 of locals - one-half or over one-half

Length of time women have been in unions

In over half of the local unions women have become members of the local for the first time during the war period.

In 4 locals women had been member over 10 years

Equal Pay Clauses in Contract and Other Wage Provisions

Of 42 contracts having equal pay clause -
19 had jobs and rates listed by sex
22 did not have same beginning rate for inexperienced men and women
4 did not have same automatic progression (from entrance to top rate of progression)

Of 87 plants reported on -
In 43, women reported that some women were kept on lower paying jobs longer than men.

Women's Participation in Union Affairs

Of 92 plants -

Women were on bargaining grievance, of shop committee in 34 plants.

Women were on no committees in 9 plants.

Plant Committees on Which Women Served

Number of locals	
22	- Bargaining Committee
12	- Grievance Committee
5	- Bargaining and Grievance Committee
71	- Shop Stewards
16	- Labor Management Committee
4	- Shop Committee
1	- Safety Committee
1	- Shop Activity Committee
1	- Red Cross Committee
1	- Entertainment Committee

Offices Held By Women in Local Unions

President	4
Vice President	4
Financial Secretary (or Financial Sec'y-Treas.)	14
Recording Secretary	15
Trustee	12
Guide	4
Sergeant At Arms	2
Business Manager	1
Shop Chairman	1
Executive Board	8
Delegate to City or State body	9
Division Chairman	1
Total	75

Initiation Fees

Of 81 local unions
47 (58 percent) had $1 or $2 fee or no fee (2 locals)
27 (33 percent) had $3 to $6 fee
7 (9 percent) had $10 to $15 fee

Union Dues

Of 81 locals
53 (66 percent) - $1.00 per month
27 (33 percent) - $1.10 to $2.00 per mo,
1 (1 percent) - $4.35 per month.

Assessments

79 locals had no assessments
1 local had $1.00 assessments (for death fund)
1 local had $1.00 assessments (for organizing)

June 25, 1945

Miss Jennie Shuck, Field Representative
Packinghouse Workers of America, C.I.O.
2414 Shields Avenue
Sioux City 2, Iowa

Dear Miss Shuck:

Three pamphlets, of the series discussed at the recent conference of union women, are expected momentarily from the Government Printing Office. They are Rate for the Job, Maternity Leave, and Seniority Status of Women in Unions (the two latter are reprints). Accordingly we will have quantity supplies of all these and would like to send them out to a complete mailing list.

There are a few union presidents who have not yet replied to our letter asking that they designate the union person to receive and distribute Women's Bureau materials according to the conference plan. That is the case with your union and I would appreciate it greatly if you could check and advise me the best way to handle this matter.

It is our plan to send a small supply of each leaflet - say, 25 copies, or 50, or whatever number you believe could be used to advantage, for the person designated to distribute to women leaders and other interested representatives of the union. If more copies are needed, then they could either be ordered through the designated union representative, or the persons to whom they are distributed can be instructed to write directly to the Women's Bureau for more copies.

In addition to this plan for direct distribution to the union we would like to put their Washington legislative representatives on the list to receive this material. Accordingly if your union has such a representative in Washington will you please also send his or her name and address at your earliest convenience.

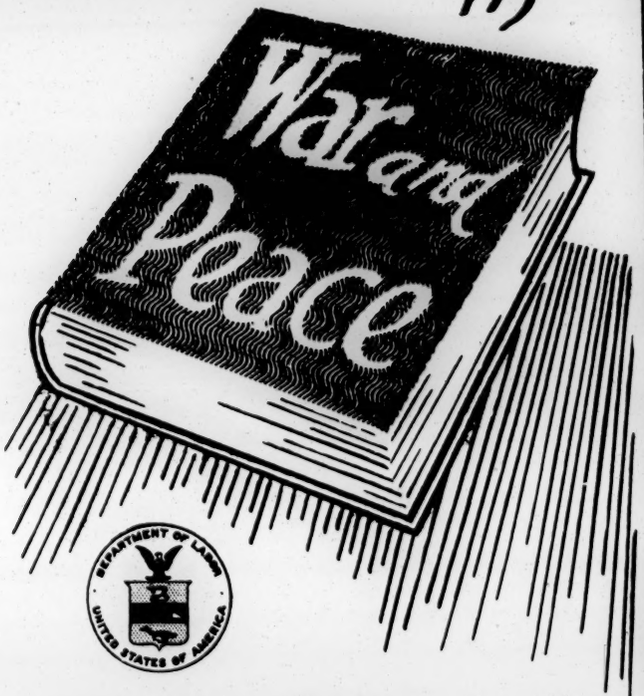
Sincerely yours,

Frieda S. Miller,
Director

FSM:MB:h

25th ANNIVERSARY the Women's Bureau for the Woman Worker in War and Peace

1918 ★ 1943



UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary

WOMEN'S BUREAU
MARY ANDERSON, Director

THE U. S. WOMEN'S BUREAU

ITS ORIGIN

On July 8, 1918, in the stress of World War I, there was created in the U. S. Department of Labor a war emergency agency—the Woman in Industry Service.

On June 5, 1920, this service became, by Act of Congress, the permanent Women's Bureau authorized to promote the welfare and efficiency of women workers in peacetime.

ITS FUNCTION

It investigates and reports on the problems and conditions of employed women—at each turn of the economic cycle and in all types of work—industrial, business, professional.

It formulates standards and policies of women as wage earners to guarantee them fair play and safe conditions of employment.

ITS SCOPE

It is concerned with the millions of women of all types in the labor force—

New recruits and older workers.

Single and married women.

Those with the double role of homemaker and wage earner.

ITS FUTURE OBJECTIVES

IN THE LABOR-FOR-VICTORY PROGRAM

THE BUREAU WILL COOPERATE—

In the campaign to induce housewives in areas of acute labor shortage to apply their home skills to war plants and fill jobs of men drafted for combat—

Or to step into breaches on the home front in laundries, restaurants, stores, offices left by workers for more remunerative jobs—

Or to take over masculine occupations in transportation, communication, banking, agriculture, and other essential civilian work.

IN THE WINNING OF THE PEACE

THE BUREAU WILL REVEAL—

Reasons and methods for including women in the special program of adjustment of workers during the transition period from a war to a peacetime economy—during demobilization and reconstruction—to guarantee to women as well as men full opportunity and freedom from want.

Need for extension to all women workers of the protection of good legal standards and of social security benefits.

1918 ★ 1943

ITS PAST ACHIEVEMENTS

IN WORLD WAR I

THE BUREAU—

Made investigations and recommendations to promote the best use of women in war work.

Set up standards on hours, wages, working conditions to safeguard women and guide employers.

DURING TWO DECADES OF PEACE

THE BUREAU—

Shaped its work to prevent discrimination against women and to develop for them better job opportunities and improved conditions.

Carried on varied activities:

- State-wide studies on women in industry.
- Nation-wide surveys of hours and wages in large woman-employing fields.
- Reports on women workers' problems and responsibilities.
- Efforts to have set for women a floor to wages and ceiling to hours through fair labor laws—Federal and State.
- Analysis of census data and laws related to women's employment and unemployment.

ITS PRESENT RESPONSIBILITIES

PATTERNS FOR WORLD WAR II JOBS

THE BUREAU REVEALS—

Through analysis of key war industries—aircraft, instruments, ammunition, cannons, small arms, machine tools, ships—what jobs women can perform—where they can take the place of men on war production lines, in maintenance, in service and administrative work.

STANDARDS FOR WORKING CONDITIONS

THE BUREAU ADVISES—

Government, management, labor, as to working conditions conducive to efficient and safe employment in war establishments, and proves the justice of equal pay for women.

DESIGNS FOR WARTIME LIVING

THE BUREAU POINTS OUT—

The need and value of right living conditions for women war workers—proper housing, satisfactory eating facilities, adequate transportation, wholesome recreation, particularly in new industrial areas.

ITS COOPERATIVE PROGRAM

The Bureau cooperates with all concerned with the progress of employed women, notably with such forces as—

Federal Government Agencies
- War and Navy Departments
- Maritime Commission
- War Manpower Commission
- National War Labor Board
- War Production Board
- Office of War Information

State Departments of Labor

Workers and Trade Unions

Employers and their associations

Women's organizations

ITS WARTIME PUBLICATIONS

A SERIES OF REPORTS containing—occupational analyses, data on increased use of women in key war industries, facts as to plant policies and practices.

A SERIES OF PAMPHLETS on essential employment standards for women—dealing with hours, meal and rest periods, shift rotation, equal pay, safety clothing, weight lifting, posture at work, service facilities, maternity care.

A SET OF 5 POSTERS on women in War industries.

Seniority Status of Women in Unions in War Plants



No. 1—Union Series
1945

U. S. DEPARTMENT OF LABOR
Frances Perkins, *Secretary*
WOMEN'S BUREAU
Frieda S. Miller, *Director*

Over 7,000,000 women have been added to the labor force during the war period.

Of the 2,000,000 who have gone into war plants, large numbers have joined unions as new members.

Some of these women now have security of employment on an equal basis with men—others have not. They have requested information from the Women's Bureau which will be helpful to them in their efforts to secure better protection.

The Women's Bureau interviewed representatives of about 200,000 A. F. of L. and C. I. O. union members, of whom 75,000 were women, in a large war industry area in the Midwest, to secure facts as to the union status, benefits, and problems of women in unions.

Information was collected by examination of union contracts, and by interviews with representatives of international unions and officers of local unions.

These are facts women union members should know

Are women union members given the same guarantee of jobs that men are given in union contracts?

What seniority provisions are made in most contracts?

Do married women have the same protection that single women have?

Do unions plan to help women who may be forced to return to low-paying service trades because they lack seniority to hold their present war jobs?

What can women do to get equal seniority and equal pay?

Do unions that have women on bargaining, grievance, and shop committees have better seniority protection for their women members?

These are questions women union members are asking

Union Seniority Provisions

- **Seniority Provisions Affecting Women**

Same seniority for men and women—
Found in over four-fifths of contracts.

Separate seniority for women—
Found in one-fifth of contracts.

Discriminatory lay-off of married women—
Found in only 2 out of 92 contracts.

- **Women's Activity as Related to Seniority**

In plants where no women were on bargaining, grievance, or shop committee—

Separate seniority for women found in three-fourths of contracts.

- **Seniority by Unit**

Plant wide—Found in four-fifths of contracts.

By department or division—Found in one-fifth of contracts.

In one-sixth of contracts seniority was also by occupation or group.

- **Do Women Ask Special Privileges?**

The majority of the women *did not want* to have special privileges or to hold on to their jobs if veterans return to claim them.

BUT the majority *did want* the same seniority protection that men have so that they may expect fair treatment and not be discriminated against because of sex.

- **Will All Women Who Want To Work Have Jobs After the War?**

Men and women officers and leaders in most locals said—

The union will stand back of the general seniority list for both men and women which is provided in most union contracts.

Women will have equal protection with men, and returning veterans will displace men as well as women who have less seniority.

BUT in many locals officers said—

The majority of women have not accumulated enough seniority to retain their jobs if plants reduce output and return to one shift instead of two or three.

For example, in one case—
a provision in the contract will mean that of 3,000 women employed on wartime jobs, only 600 who were employed on "women's jobs" before the war will have seniority rights after the war.

What Union Members Say

WOMEN SAY—We have the same seniority as men . . . The union officers will try to protect women's interests . . . The men have fought hard for the women . . . The women themselves do not question separate seniority or ask that the contract provision be changed . . .

Men have seniority on jobs just because they are men . . . The company and union reached an agreement to give men preference . . . There is an understanding that no women will be hired if a man is available . . . The men opposed the demands of the women for equal seniority and equal pay, but the women fought for them and won out.

MEN SAY—Male and female classifications with separate seniority for women were established when we organized the plant and we were not able to get this changed. But in the next contract this will be eliminated . . . Women have the same seniority rights as men . . . We opposed the company when they made the effort to put women on new jobs at a "female rate" which was lower than men's . . .

Women should go back to the home . . . Women should go back to women's jobs . . . Women should go out first, regardless of seniority, when the cut comes . . . We do not want women on machines after the war . . . Women should go back on the sewing jobs in the women's department . . . All married women should quit work after the war . . .

What Unions Are Doing and What Women Members Can Do

1. Women can accept more responsibility, work together with other women, and select the best women representatives to run for office and serve on committees.
2. Women can see that any special problems of women get attention in their locals. In some places unions have held special conferences on women's problems. One of the large international unions recently called a national conference of women members to discuss such problems as equal pay, seniority, rest periods, child care, etc.
3. Women can start now to ask their State and city organizing committees to launch drives to organize the service trades where many women who have not enough seniority to retain their war jobs will seek employment after the war.
4. Women can support the union's post-war plans which call for 60,000,000 jobs so that there will be a job for every man and woman who wants to work.

16—43505-1

Standards for Union Contract Seniority Clauses

Because seniority clauses in many union contracts have not given equal protection to women, the Women's Bureau, in February 1944, called a conference of leading trade-union women, both A. F. of L. and C. I. O. They discussed and agreed on the standards which the Bureau recommends. They urged that work should be done to *eliminate from contracts* the type of clause that restricts to the period of emergency women's right to bid on men's jobs; and that provides that in case of lay-offs when the manpower shortage no longer exists, women shall be laid off first and shall not have the right to bump any male operator.

Seniority Clause Recommended by the Women's Bureau

Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. If it becomes necessary to eliminate or curtail the work of any department in which women are employed, they shall be entitled to carry their seniority to other departments. No new employees shall be hired as long as women currently employed are available for upgrading in the same department or for assignment to jobs in other departments.

A full report of the union survey is in preparation by the Women's Bureau.

16—43505-1 GPO

Art work to
Mrs Wilson 7/20/45

Miss Carney will
set up lower half
page when art work
rec'd. (Rec'd from Mrs. W. 7/30/45

Agreed to use green
laid paper for cover
EB
7/20/45